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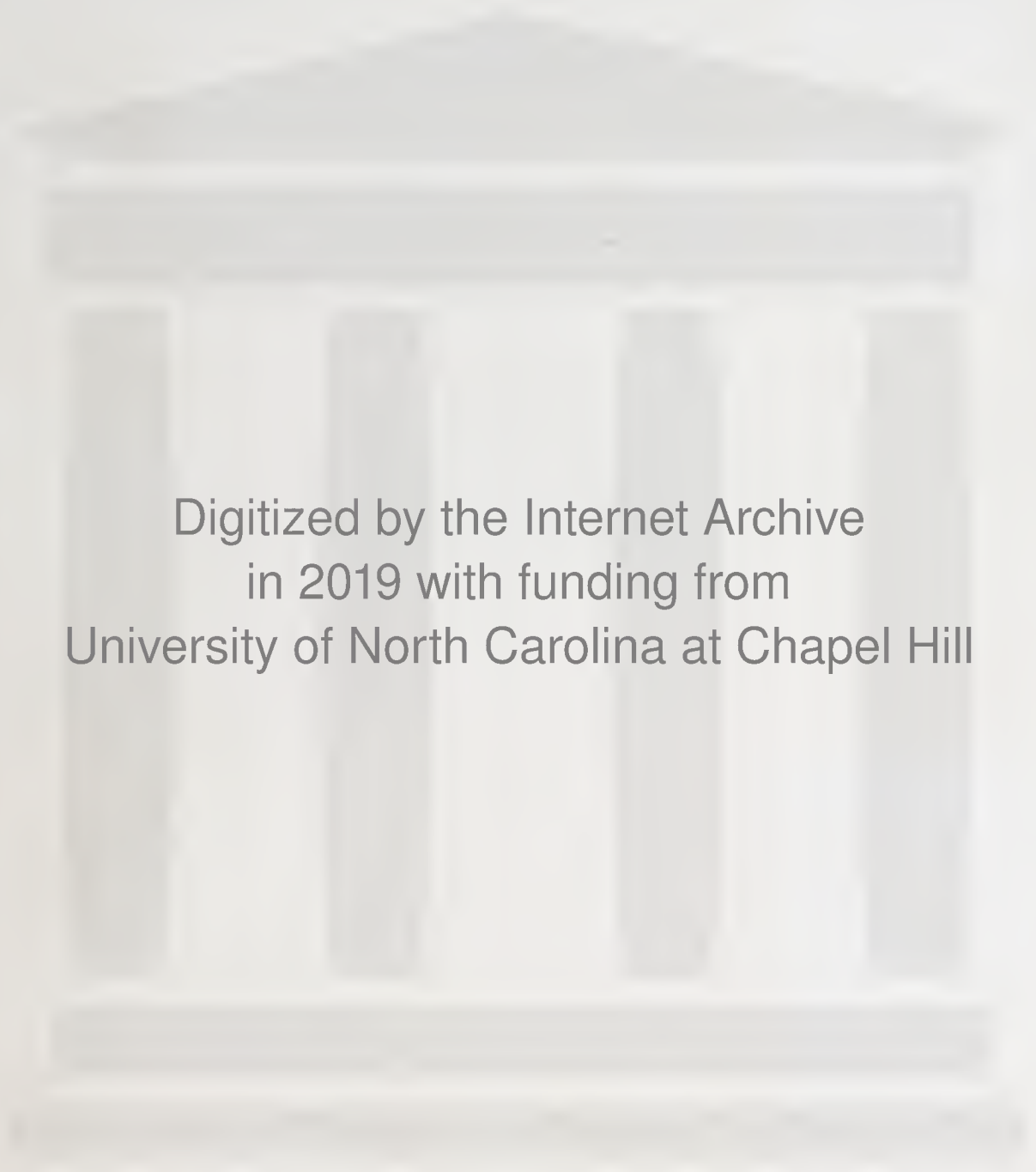
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North Carolina

# Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

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Vol. XII

RALEIGH, N. C., JANUARY, 1945

No. 1

## ROBERT GREGG CHERRY Governor

When voters in North Carolina trooped to the polls, it is a foregone conclusion that they have made a pretty accurate estimate of the man they propose to put into the executive mansion. Their vote, in its way, is a tribute. It means that they take for granted that their candidate is a man of force and integrity, that he knows his way around in the political maze and that he has a profound understanding of the needs of his Commonwealth—but how he will apply these shining attributes to the affairs of State sometimes assumes the aspect of an unknown quantity, even to his most fervent supporters.

Mr. Cherry's long and distinguished political career precludes this element of uncertainty. He has already demonstrated his ability as a statesman and a leader. As Representative in the General Assembly of 1931, 1933, 1935, and 1939, as Speaker of the House in 1937 and as State Senator in 1941 and 1943, he has shown, not only a high knowledge of State affairs, but the courage and determination to advocate, without fear or prejudice, the policies necessary for continued progress and sound development.

Raised in Gaston County, the largest manufacturing area in North Carolina, and thus surrounded by workers all his life, Mr. Cherry brings to his administration a first hand knowledge of labor and its problems. He rose to his present stature through his own initiative, by hard work and laborious effort, the surest way for any man to understand the worker's hopes and fears; success and failures. During his career, however, he has learned to know all men, rich and poor, businessman and laborer, and with his reputation for unbiased judgment, both the wage-earner and the employer may feel confident that their interests will be dealt with fairly.

Mr. Cherry is entering office in a time of difficulty and unrest. No one can predict what the next four years may have in store for the State or for the country as a whole; but we have every reason to believe that during this time war will be over and victory on the battlefield achieved. Then will come the period of readjustment bringing with it problems of rehabilitation, employment and unemployment, discontent, and the gigantic upheaval which afflicts every great nation when converting from wartime to peacetime pursuits. Every indication points to the fact that it will be a trying era for all men, for Capital and Labor, for every group, class and party; and the task of bringing order out of chaos will rest almost entirely upon the shoulders of the State's chief executive.

As a veteran of the last world war and with his experience of the years that followed, Mr. Cherry is well equipped to



Governor Robert Gregg Cherry

## Eleventh National Conference on Labor Legislation

Forrest H. Shuford, State Commissioner of Labor; C. A. Fink, President of the North Carolina Federation of Labor; and E. L. Sandefur, Regional Director, Congress of Industrial Organizations, were designated by Governor Broughton to represent North Carolina in the Eleventh National Conference on Labor Legislation at the U. S. Department of Labor, held in Washington, D. C., December 12-14.

The conference began at 10:00 a.m. Tuesday with opening remarks by Secretary of Labor Frances Perkins. This was followed by reports of Delegates from the States and appointment of committees.

The subjects on the agenda were designed to afford a comprehensive study and discussion of various phases of labor and its problems. Those in particular were concerned with State Regulation of Wages and Hours; Industrial Home Work; Migratory Labor; Safety and Health and Workmen's Compensation; Child Labor; Industrial Relations and Strengthening State Labor Departments.

The conference closed on Thursday with a discussion of Committee reports and with reports of the Resolutions Committee.

guide the destiny of our State through these troubled post-war waters; but if the citizens of North Carolina look to their next governor for guidance and inspiration in the years ahead, he has an equal right to expect something from them—loyalty, cooperation, and faith.

## Handicapped Workers in Industry

In a report to the United States Bureau of Statistics, 300 establishments gave the opinion that physically handicapped workers employed in factories are just as efficient in their jobs as their normal fellow workers. The Bureau in a recent survey found that 87 percent of the 63,382 impaired workers employed in these establishments were as competent as other workers doing similar work, and the eight percent reported as more efficient outweighed the five percent reported less efficient.

Employers in North Carolina have discovered among the approximately 5,088 deaf men and women (3,188 white and 1,900 colored) in the State a labor market from which they have been drawing with increasing satisfaction. Although not generally classed as physically impaired, the inability to hear, until recently, has been a definite drawback in securing employment. The war, with its subsequent demand for labor in war production factories, is largely responsible for giving these workers the opportunity to prove to employers that deafness does not impair efficiency. J. M. Vestal, director of the North Carolina Bureau of Labor for the Deaf, in the State Department of Labor, states that 800 deaf workers are contributing their share to essential war production, and there still are more openings than persons to fill them.

The largest number of these deaf workers are employed in textile industries as machine workers, warpers, bedspread makers, and handsewers. Hosiery, the next largest employing group, hires many deaf persons as boarders, knitters, loopers, menders, doffers, and inspectors. In the woodwork and furniture industries they are holding jobs as painters, varnishers, belt sanders, lathe operators, helpers, woodcarvers, and steambenders. Forty-seven are engaged in printing offices as linotype operators, besides compositors, pressmen, feeders, and binders; 18 are in the tobacco industry, largely in cigarette manufacturing.

In respect to being absent, injury frequency and labor turnover deaf workers are rated as superior in most cases to their fellow workers. A reason frequently advanced for less absenteeism and labor turnover is that workers thus handicapped usually find it more difficult to get a job than another person and therefore exerts greater effort to keep it. Also, that he is anxious to prove to himself and to others that he is just as good if not better than the average worker. Similarly, these workers are more careful about being injured and generally experience fewer accidents.

Selective placement, however, is the key to their satisfactory employment, and

(Continued on page three)

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# NORTH CAROLINA Labor and Industry

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Commissioner of Labor

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## Employment and Pay Rolls November, 1944

Both employment and total pay rolls in 1,783 North Carolina industrial establishments increased during November. The reporting firms employed 268,963 wage earners in November as compared with 267,920 in October, an increase of 0.4 percent. Pay rolls from these firms totaled \$7,829,048 per week in November as compared with \$7,714,701 in October, an increase of 1.5 percent. Man hours rose to 11,314,245 in November compared with 11,225,646 in October, an increase of 0.8 percent. The average hours worked per week by each employee were 42.1 in November, an increase of 5.0 per cent over the average 41.9 in October. Average weekly earnings were \$29.11 in November, an increase of 1.1 percent over \$28.79 in October.

Average hourly earnings reported by the various industries were as follows: Manufacturing: Printing and publishing, 91.0 cents; pulp and paper mills, 87.7 cents; machinery group, 86.9 cents; full fashioned hosiery, 82.5 cents; tobacco products, 74.3 cents; iron and steel group, 73.2 cents; woolen mills (67.4 cents; dyeing and finishing, 66.0 cents; rayon goods, 65.7 cents; cotton goods, 63.6 cents; flat knit goods, 60.4 cents; seamless hosiery, 60.2 cents; furniture, mattresses and bed-springs, 60.0 cents; fertilizer, 58.0 cents; paper boxes, 57.8 cents; food and kindred products, 57.2 cents; lumber, 56.6 cents; stemmeries and redrying plants, 54.5 cents; brick, tile, terra cotta, 53.8 cents; cottonseed oil, 51.7 cents.

Nonmanufacturing Industries: Wholesale, 85.4 cents; public utilities, 72.2 cents; mines and quarries, 56.1 cents; retail, 47.1 cents; laundries, dyeing and cleaning, 37.9 cents; hotels, 30.6 cents.

In the manufacturing group as a whole, average earnings were 70.0 cents, an increase of 0.7 percent; average hours worked were 42.2, an increase of 0.5 percent; and average weekly earnings were \$29.53, an increase of 1.3 percent.

In the nonmanufacturing group average hourly earnings were 52.6 cents, a decrease of 0.6 percent; average hours worked were 40.1, a decrease of 1.5 percent; and average weekly earnings were \$21.10, a decrease of 2.0 percent.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your coöperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina October, 1944 Compared with November, 1944

| INDUSTRIES   | No. Firms Reporting | EMPLOYMENT |                     | PAY ROLLS   |                     | AVERAGE WEEKLY EARNINGS |                     | AVERAGE HOURS PER WEEK PER MAN |                     | AVERAGE HOURLY EARNINGS |                     |
|--|---------------------|------------|---------------------|-------------|---------------------|-------------------------|---------------------|--------------------------------|---------------------|-------------------------|---------------------|
|  |                     | Number     | % Change Over Month | Amount      | % Change Over Month | Amount                  | % Change Over Month | Amount                         | % Change Over Month | Amount                  | % Change Over Month |
| Manufacturing total.....                           | 1,151               | 255,433    | + .2                | \$7,543,533 | + 1.5               | \$29.53                 | + 1.3               | 42.2                           | + .5                | 70.0                    | + .7                |
| Brick, tile, terra cotta .....                     | 12                  | 579        | + 5.1               | 12,411      | + 2.3               | 21.44                   | + 7.0               | 39.8                           | + 6.1               | 53.8                    | + 1.1               |
| Cotton goods .....                                 | 302                 | 110,897    | + .8                | 2,952,211   | + 1.6               | 26.62                   | + .7                | 41.9                           | + .7                | 63.6                    | no ch.              |
| Cottonseed oil .....                               | 12                  | 709        | +11.7               | 19,704      | + 6.3               | 27.79                   | + 4.8               | 53.7                           | + 3.6               | 51.7                    | + 1.3               |
| Dyeing and finishing .....                         | 19                  | 4,605      | + .2                | 125,376     | X                   | 27.23                   | + .1                | 41.3                           | no ch.              | 66.0                    | + .2                |
| Fertilizer .....                                   | 38                  | 1,273      | +13.7               | 32,561      | +10.0               | 25.58                   | + 3.3               | 44.1                           | + 1.3               | 58.0                    | + 2.0               |
| Food and kindred products .....                    | 133                 | 4,245      | + .4                | 110,279     | + .1                | 25.98                   | + .5                | 45.4                           | no ch.              | 57.2                    | + .4                |
| Furn., bedsprings and mattresses .....             | 84                  | 12,825     | + .1                | 311,635     | + .9                | 24.30                   | + .9                | 40.5                           | + 1.0               | 60.0                    | no ch.              |
| Hosiery, full-fashioned .....                      | 60                  | 12,823     | + .2                | 404,142     | + 1.4               | 31.52                   | + 1.6               | 38.2                           | + 1.1               | 82.5                    | + .5                |
| Hosiery, seamless .....                            | 122                 | 15,384     | + .1                | 336,204     | + 1.4               | 21.85                   | + 1.3               | 36.3                           | + .8                | 60.2                    | + .5                |
| Iron and steel group .....                         | 17                  | 9,252      | + .5                | 307,370     | + .2                | 33.22                   | + 7.4               | 45.4                           | + 1.1               | 73.2                    | + .4                |
| Knit goods, flat .....                             | 9                   | 4,400      | + 1.0               | 107,951     | + 2.0               | 24.53                   | + .9                | 40.6                           | + 1.2               | 60.4                    | + .3                |
| Lumber (including planing mills .....              | 60                  | 4,150      | + .2                | 109,166     | + .1                | 26.31                   | + .3                | 46.4                           | + .4                | 56.6                    | + .5                |
| Machinery group .....                              | 47                  | 2,336      | + 4.6               | 92,864      | + 6.0               | 39.75                   | + 1.3               | 45.7                           | + .7                | 86.9                    | + .6                |
| Paper boxes .....                                  | 18                  | 897        | + 2.2               | 21,889      | + 1.4               | 24.40                   | + .8                | 42.2                           | + 3.7               | 57.8                    | + 2.9               |
| Pulp and paper mills .....                         | 6                   | 4,318      | + .5                | 172,177     | + .2                | 39.87                   | + 7.4               | 45.5                           | + 1.3               | 87.7                    | + 1.9               |
| Printing and publishing .....                      | 27                  | 688        | + 1.3               | 25,372      | + .3                | 36.88                   | + 1.6               | 40.5                           | + 3.3               | 91.0                    | + 1.8               |
| Rayon goods .....                                  | 21                  | 7,689      | + .7                | 219,360     | + 2.0               | 28.53                   | + 1.2               | 43.4                           | + 1.2               | 65.7                    | no ch.              |
| Stemmeries and redrying plant .....                | 26                  | 14,824     | + 4.0               | 347,575     | + 5.4               | 23.45                   | + 1.4               | 43.0                           | + 4.0               | 54.5                    | + 2.6               |
| Tobacco products .....                             | 7                   | 11,762     | + 1.8               | 378,514     | + 5.2               | 32.18                   | + 3.4               | 43.3                           | + 3.1               | 74.3                    | + .3                |
| Woolen mills .....                                 | 8                   | 4,065      | + .1                | 115,755     | + 1.6               | 28.48                   | + 1.4               | 42.2                           | + .7                | 67.4                    | + .6                |
| Other industries .....                             | 123                 | 27,712     | + 1.4               | 1,341,017   | + 2.5               | 48.39                   | + 4.0               | 45.0                           | + .2                | 107.6                   | + 3.8               |
| Nonmanufacturing total .....                       | 632                 | 13,530     | + 4.3               | \$ 285,515  | + 2.2               | \$21.10                 | + 2.0               | 40.1                           | + 1.5               | 52.6                    | + .6                |
| Retail .....                                       | 346                 | 7,203      | + 8.1               | 118,338     | + 5.2               | 16.43                   | + 2.7               | 34.9                           | + 1.4               | 47.1                    | + 1.5               |
| Wholesale .....                                    | 170                 | 2,007      | + 1.0               | 75,451      | + 1.1               | 37.59                   | + 2.1               | 44.0                           | + 1.1               | 85.4                    | + .8                |
| Laundries, dyeing and cleaning .....               | 37                  | 1,759      | + 1.8               | 32,078      | + 1.3               | 18.24                   | + 3.0               | 48.2                           | + 2.2               | 37.9                    | + .5                |
| Mines and quarries .....                           | 29                  | 735        | + 1.5               | 17,119      | + 3.8               | 23.29                   | + 2.3               | 41.5                           | + 4.6               | 56.1                    | + 2.4               |
| Public utilities .....                             | 31                  | 814        | + .9                | 27,277      | + 1.1               | 33.51                   | + 1.9               | 46.4                           | + 1.5               | 72.2                    | + .4                |
| Hotels .....                                       | 19                  | 1,012      | + 3.0               | 15,252      | + 3.0               | 15.07                   | + .1                | 49.3                           | + .8                | 30.6                    | + 1.0               |
| Total all manufacturing and nonmanufacturing ..... | 1,783               | 268,963    | + .4                | \$7,829,048 | + 1.5               | \$29.11                 | + 1.1               | 42.1                           | + .5                | 69.2                    | + .7                |

X Less than .1%.

## Women on Manufacturing Pay Rolls

A survey of 1,109 North Carolina manufacturing firms shows that women workers constitute 44.6 percent of the wage earners for the month of November. In other words, out of the 238,067 workers employed, 106,114 are women.

In the eastern part of the State 182 firms reported employing 34,033, 8,907 of which were women; 26.2 percent of the whole. The piedmont section, with 781 firms reporting gives a total employment figure of 178,622 with 86,803—or 48.6 percent women. 146 firms reporting from the western area employed 25,412, of which 10,404 are women: a percentage of 41.0.

The percentage of women wage earners was highest in the following types of manufacturing: Seamless hosiery, 72.7 percent; knit goods (flat), 71.9 percent; stemmeries and redrying plants, 67.2 percent; full-fashioned hosiery, 64.6 percent; iron and steel group, 64.3 percent; paper boxes, 60.3 percent; rayon goods, 51.7 percent; tobacco products, 50.3 percent; woolen mills, 43.7 percent; cotton goods, 42.8 percent; dyeing and finishing, 35.9 percent; food and kindred products, 29.4 percent.

## November Child Labor Report

November figures on the employment of minors under the age of 18 totaled 5,313, with boys taking the lead by 2,858 over the 2,455 girls employed.

Minors of 16 and 17 years of age received 3,704 certificates with boys receiving 1,577 and girls 1,039. Certificates issued to minors under 16 came to 1,609 with 552 for boys and 1,032 for girls. Twenty-five boys of 12 and 13 years of age received permits for working as newsboys.

Industries employing minors of 16 and 17 years of age on first regular certificates amounted to 2,384; manufacturing employing 1,226 boys and 412 girls; non-manufacturing, 305 boys and 393 girls and construction 46 boys and two girls.

Vacations and part-time permits were issued to 676 minors of 16 and 17 years; 610 worked in nonmanufacturing industries; 65 in manufacturing and one in construction.







# NOVEMBER BUILDING PERMITS

Prepared by Statistical Division

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES NOVEMBER, 1943 AND NOVEMBER, 1944

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                       | Nov., 1943          | Nov., 1944 | Percentage Change | Nov., 1943     | Nov., 1944 | Percentage Change |
| Total.....                            | 386                 | 411        | + 6.5             | \$373,979      | \$539,185  | + 44.2            |
| Residential buildings.....            | 21                  | 29         | +38.1             | 159,900        | 37,200     | - 76.7            |
| Nonresidential buildings.....         | 59                  | 58         | - 1.7             | 103,140        | 306,130    | +196.8            |
| Additions, alterations and repairs... | 306                 | 324        | + 5.9             | 110,939        | 195,855    | + 76.5            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OCTOBER, 1944 AND NOVEMBER, 1944

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                       | Oct., 1944          | Nov., 1944 | Percentage Change | Oct., 1944     | Nov., 1944 | Percentage Change |
| Total.....                            | 406                 | 411        | + 1.2             | \$567,985      | \$539,185  | - 5.1             |
| Residential buildings.....            | 16                  | 29         | +81.3             | 20,000         | 37,200     | +86.0             |
| Nonresidential buildings.....         | 63                  | 58         | - 7.9             | 393,777        | 306,130    | -22.3             |
| Additions, alterations and repairs... | 327                 | 324        | - .9              | 154,208        | 195,855    | +27.0             |

### Winston-Salem Leads in Building Construction

More than 539 thousand dollars worth of building construction was authorized in North Carolina cities during November, 5.1 percent less than in October, when 567 thousand dollars worth was authorized. An increase of approximately 44.2 percent is noted over November, 1943, when 373 thousand dollars worth of construction was authorized.

During November 411 permits were issued compared with 406 in October and 386 in November, 1943.

Of the total authorized construction in November, \$37,200 is new residential construction; \$306,130 is new nonresidential construction and \$195,855 is for additions, alterations, and repairs.

### Mount Airy Heads Town Construction Work

The 18 reporting towns with a population of less than 10,000 had authorized building construction work amounting to the total of \$76,706 for the month of November. Of this \$41,725 was spent on new nonresidential buildings; \$17,850 on new residential buildings and \$16,131 on additions, alterations and repairs.

Mount Airy led the other reporting towns with an authorized construction valued at \$14,760. Ashboro was second with \$13,890 and Edenton third with \$11,800.

Winston-Salem led the cities with authorized construction valued at \$125,940; Charlotte was second with \$84,601; and Durham, third, with \$80,640.

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

### NOVEMBER, 1944

|                                      |              |
|--------------------------------------|--------------|
| Letters written.....                 | 1,411        |
| Folders reviewed.....                | 442          |
| Examinations secured.....            | 18           |
| Hospitalizations.....                | 23           |
| Personal interviews.....             | 514          |
| Appearances before rating board..... | 327          |
| New cases.....                       | 259          |
| Old cases.....                       | 935          |
| Total cases.....                     | 1,194        |
| Pensions.....                        | 83           |
| Increased benefits.....              | \$ 2,368.00  |
| Back benefits.....                   | \$ 5,141.43  |
| Insurance benefits.....              | \$125,000.00 |
| Total benefits.....                  | \$132,509.43 |

A total of \$132,509.43 in pensions, compensations, and other benefits secured for the veterans and their families during the month of November was reported by the Veteran's Service Division of the State Department of Labor. This is an increase of \$62,162 over the amount received in October, raising the total benefits secured by veterans during the current calendar year to \$515,010.

The Division handled a total of 1,194 cases during the month, conducted 514 personal interviews, arranged hospitalization for 23 veterans and obtained pensions for 83 others.

The Veteran's Division has offices in Asheville, Charlotte, Greensboro, Raleigh, and Greenville. These offices are prepared to render every possible assistance to all veterans, and to aid widows and orphans of veterans in establishing any claims they may have under Federal and State laws.

## SUMMARY OF NOVEMBER, 1944 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of November, 1943 Included for Comparison

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |            |
|---------------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|------------|
|                     |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            | Nov., 1943                   | Nov., 1944 | Nov., 1943                         | Nov., 1944 | Nov., 1943                              | Oct., 1944 |
|                     |                  |                      | Nov., 1943                | Nov., 1944 | Nov., 1943   | Nov., 1944 |                              |            |                                    |            |   |            |
| Total.....          | 29               | \$37,200             | \$159,900                 | \$37,200   | 71           | 29         | \$103,140                    | \$306,130  | \$110,939                          | \$195,855  | \$373,979                               | \$539,185  |
| Asheville.....      |                  |                      |                           |            |              |            |                              | 510        | 3,065                              | 22,625     | 3,065                                   | 23,135     |
| Burlington.....     |                  |                      |                           |            |              |            |                              |            |                                    |            |   |            |
| Charlotte.....      |                  |                      |                           |            |              |            | 11,140                       | 37,150     | 12,791                             | 47,451     | 23,931                                  | 84,601     |
| Concord.....        |                  |                      |                           |            |              |            |                              | 1,500      | 2,800                              | 2,900      | 2,800                                   | 4,400      |
| Durham.....         |                  |                      |                           |            |              |            | 1,885                        | 70,000     | 4,725                              | 10,640     | 6,610                                   | 80,640     |
| Elizabeth City..... | 1                | 1,500                | 200                       | 1,500      | 1            | 1          |                              | 12,750     | 100                                | 1,125      | 300                                     | 15,375     |
| Fayetteville.....   | 12               | 6,800                | 800                       | 6,800      | 4            | 12         | 600                          | 3,600      | 4,350                              | 8,072      | 5,750                                   | 18,472     |
| Gastonia.....       |                  |                      | 150,000                   |            | 60           |            |                              | 7,750      | 1,000                              |            | 151,000                                 | 7,750      |
| Greensboro.....     | 1                | 800                  | 3,500                     | 800        | 2            | 1          | 3,850                        | 7,550      | 2,100                              | 1,650      | 9,450                                   | 10,000     |
| Hickory.....        |                  |                      | 500                       |            | 1            |            | 755                          | 2,000      | 1,195                              | 9,779      | 2,450                                   | 11,779     |
| High Point.....     |                  |                      |                           |            |              |            |                              |            | 150                                | 875        | 150                                     | 875        |
| Kinston.....        |                  |                      |                           |            |              |            | 200                          | 5,150      | 540                                | 550        | 740                                     | 5,700      |
| Lexington.....      | 3                | 4,200                | 900                       | 4,200      | 1            | 3          | 735                          | 20,790     | 15,286                             | 24,794     | 16,021                                  | 45,584     |
| New Bern.....       |                  |                      |                           |            |              |            | 925                          | 8,000      | 4,300                              | 1,300      | 6,125                                   | 13,500     |
| Raleigh.....        |                  |                      | 4,000                     |            | 2            |            | 900                          | 300        | 500                                | 1,000      | 1,400                                   | 1,300      |
| Reidsville.....     |                  |                      |                           |            |              |            | 36,400                       | 5,900      | 2,585                              | 9,050      | 38,985                                  | 14,950     |
| Rocky Mount.....    | 1                | 1,500                |                           | 1,500      |              | 1          | 425                          | 200        |                                    | 4,420      | 825                                     | 4,620      |
| Salisbury.....      |                  |                      |                           |            |              |            | 280                          |            | 1,900                              | 6,475      | 2,180                                   | 6,475      |
| Shelby.....         |                  |                      |                           |            |              |            |                              | 1,600      | 423                                |            | 423                                     | 1,600      |
| Statesville.....    |                  |                      |                           |            |              |            |                              | 8,280      |                                    |            |   | 8,280      |
| Thomasville.....    |                  |                      |                           |            |              |            | 50                           |            |                                    |            | 50                                      |            |
| Wilmington.....     | 5                | 8,800                |                           | 8,800      |              | 5          | 44,000                       | 6,000      | 27,914                             | 28,659     | 71,914                                  | 43,459     |
| Wilson.....         | 4                | 5,800                |                           | 5,800      |              | 4          | 415                          | 2,000      | 400                                |            | 815                                     | 7,800      |
| Winston-Salem.....  | 2                | 7,800                |                           | 7,800      |              | 2          | 580                          | 105,100    | 23,540                             | 13,040     | 24,120                                  | 125,940    |



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# North Carolina Labor and Industry

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No. 2

## DEPARTMENT OF LABOR REPORTS ON WORK FOR THE PAST YEAR

During 1944, the most critical year of the war so far, the North Carolina Department of Labor sought to administer and enforce the labor laws of this State with the same impartial judgment which has characterized it in the past. It has been our object to promote a spirit of understanding and coöperation between management and labor through a period that has been trying for both, and it is our belief that through the Department and its various divisions that we have, in some measure, accomplished our goal.

The conciliation service has been of invaluable aid in this respect. In the course of the year it has kept in touch with 187 situations involving differences of opinion between labor and management. Loss of production was threatened by 41 of the situations involving some 8,810 employees. By means of mediation these situations were solved in the most part to the mutual satisfaction of workers and management. The successful results were referred to by Governor Cherry in his inaugural address in the following words: "The fine record of production in this State has been achieved without the occurrence of any major labor disturbances during the entire war period. No higher tribute can be paid to the relationship of employer and employee than to cite this record of production which is the exception rather than the rule in the current history of production in the several states. This fine record has been achieved by coöperation between labor and industry, and the conciliation service of the State Labor Department and all others who were anxious to carry on in this period of emergency for the good of our country. To the eternal glory of the fine men and women in our State, most of our production problems have been solved in their incipency."

The duties of our Division of Standards and Inspections include the inspection and correction of labor law violations, recommendations concerning rules and regulations for safety, health, record keeping and other provisions of the law. During the year a total of 10,148 establishments involving 333,121 employees were inspected and out of a total of 26,492 violations discovered, compliance was secured in 16,730 cases.

When violations of the safety code for elevators are discovered the usual procedure is to recommend that repairs and alterations be made in the factory concerned. If this is impossible the results of the inspection are reported to the State elevator inspector.

The war has made the mining industry one of the most important in the State from the standpoint of essential war materials necessary to the nation's production. Approximately 150 mica mines are in full production and many others in the early stages of development, supplying about three fourths of all mica used. During 1944 the Department's mines and quarries operations included 292 inspections which involved 2,912 employees. Compliances were secured in 309 cases out of the 396 violations reported.

Under the Federal Wage and Hour Law, the Department closed a total of 1,117 inspection cases in the past year. Among the 1,075 establishments found covered by the statute, 344 were in full compliance with all the provisions of the law; 615 were failing to keep employer and pay roll records as required by the law and 433 were found to be violating the wage-hour act. Back wages, amounting to \$253,188.60, were secured for 13,328 employees.

The Division of Statistics is responsible for compiling invaluable data on employment, pay rolls, and industrial and construction activities throughout the State. Among its various other duties is the tabulation of figures on State child labor.

Permits for the employment of minors are issued by the County Superintendent of Public Welfare under the supervision of the Department of Labor. The number of certificates issued in 1944 for minors from 12 to 17 amounted to a total of 63,478, with boys receiving 40,281 and with girls receiving 23,197. Of this total 48,923 permits were issued for boys and girls 16 and 17 years of age; 14,239 for minors 14 and 15 years of age, and 316 for boys 12 and 13 years of age. Girls under 14 are not allowed employment.

This is but a brief résumé of the Department's activities throughout the year, but every division has displayed the same conscientious effort in the performance of its duties. As we review 1944 we feel that the North Carolina Department of Labor, along with the other branches of our State Government, has contributed, in some measure at least, to the nation's civilian war effort.

Miss Ella Ketchin, Regional Child Labor Consultant, Industrial Division, spent January 16-19 in Raleigh, conferring with various divisions of the Department of Labor and other State departments on problems concerning child labor.

## Stability Is Keynote In North Carolina Industry

Sound business sense and the determination of its citizens has built North Carolina industry on a firm and lasting foundation. Our plants and factories, mines and mills have all contributed their share to the war effort, yet they have not remained blind to the future. Peace time will find most of our industries soundly established and prepared for further development.

As a result of accelerated production and conversion for war needs State manufacturing establishments are now producing at a rate of approximately \$1,750,000,000 a year. Only a small portion of this, however, represents an output which will come to a stop at the end of the war. Plants converted to producing war necessities will return to peace time production while plants built especially for manufacturing articles of war will be adapted to civilian requirements.

We cannot deny that our defense program, beginning June, 1940, brought to North Carolina a large number of industrial supply contracts. As far back as August, 1943, the State held contracts amounting to \$683,560,000, an estimate which does not include subcontracts, contracts having a value of less than \$50,000, or foodstuff contracts. Moreover, it does not reflect a true picture of North Carolina's war effort because large numbers of its industries were already so essential that they could not be diverted to direct war work. Only \$44,867,000 was spent through May, 1943, for expansion of direct war industrial facilities.

Among the establishments which were able to change and expand into war production with small, if any change, are those of the textile industry. Producing now on a wartime scale, the output of these mills will not be greatly affected by the coming of peace. In fact the major portion of this output—blankets, sheets, lint bandages, hospital equipment, ties, socks, towels, mosquito netting, yarn materials and a score of other cotton, rayon and woolen items which total more than 11,000 for the army now, will always remain essential to civilian consumers.

Chemical process is an industry which in recent years has come to the fore in North Carolina. The war no doubt stimulated its progress, but it now stands on the threshold of a sound and vigorous future. The 1939 census gives the annual value of this group in the State as exceeding \$50,000,000. Obviously, this did not include the output of recently established plants which had not reached their full production at that time. Considering the availability of large supplies of raw ma-

*(Continued on page three)*



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PREPARED BY DIVISION OF STATISTICS

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## Women On Manufacturing Pay Rolls

A survey of 1,192 North Carolina firms shows that women workers constitute 44.0 percent of wage earners for the month of December. Out of the 245,146 workers employed, 107,968 were women.

In the eastern part of the State, 208 firms reported employing 35,471 workers, 8,980 of which were women; 25.3 percent. The piedmont section, with 832 firms reporting, gives a total of 184,346 workers, with 88,518, or 48.0 percent, women. From 152 firms reporting from the western area of the State a total employment figure was given as 25,329 wage earners, 107,968 of which were women, or 41.3 percent.

The percentage of women wage earners was highest in the following types of manufacture: Seamless hosiery, 73.2 percent; knit goods (flat), 72.6 percent; stemmeries and redrying plants, 68.3 percent; hosiery (full-fashioned), 64.5 percent; iron and steel group, 61.3 percent; paper boxes, 56.6 percent; rayon goods, 51.3 percent; tobacco products, 49.2 percent; cotton goods, 45.9 percent; woolen mills, 43.3 percent; dyeing and finishing, 36.0 percent; food and kindred products, 26.1 percent; furniture, bedsprings and mattresses, 21.2 percent; pulp and paper mills, 18.6 percent; machinery group, 16.1 percent.

## Labor Turnover, Nov., 1944

For every 1,000 workers on factory pay rolls in November, 60 either changed jobs or left manufacturing work, according to the U. S. Department of Labor in a recent report.

Quits represented three fourths of all separations, discharges and lay-offs each accounted for ten percent and the remaining five percent resigned for military and miscellaneous reasons.

The quit rate for manufacturing as a whole, 45 per 1,000, was slightly below that of last month, but on the same level with that of one year ago. For the second consecutive month, the rate of quits in all major manufacturing groups continued to decline. While there were fewer workers who voluntarily left their jobs in the selected war industries group as compared with all manufacturing, the discharge rate was slightly higher. Reports from firms indicated that absenteeism among war workers was the main cause for discharges.

The total separation rate for women was considerably higher than that for men

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your coöperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

## Employment and Payrolls in Principal Industries of North Carolina December, 1944 Compared with November, 1944

| INDUSTRIES   | No. Firms Reporting | EMPLOYMENT |                     | PAY ROLLS   |                     | AVERAGE WEEKLY EARNINGS |                     | AVERAGE HOURS PER WEEK PER MAN |                     | AVERAGE HOURLY EARNINGS |                     |
|--|---------------------|------------|---------------------|-------------|---------------------|-------------------------|---------------------|--------------------------------|---------------------|-------------------------|---------------------|
|  |                     | Number     | % Change Over Month | Amount      | % Change Over Month | Amount                  | % Change Over Month | Amount                         | % Change Over Month | Amount                  | % Change Over Month |
| Manufacturing Total.....                           | 1,218               | 258,636    | + .3                | \$7,751,300 | + 1.5               | \$29.97                 | + 1.2               | 42.4                           | + .5                | 70.6                    | + .6                |
| Brick, Tile, Terra Cotta.....                      | 11                  | 541        | - 2.2               | 10,686      | -10.3               | 19.75                   | - 8.3               | 36.5                           | - 9.0               | 54.1                    | + .6                |
| Cotton Goods.....                                  | 302                 | 111,925    | + 1.3               | 3,015,051   | + 2.6               | 26.94                   | + 1.3               | 42.4                           | + 1.2               | 63.5                    | no ch.              |
| Cottonseed oil.....                                | 12                  | 710        | + .1                | 18,449      | - 6.4               | 25.98                   | - 6.5               | 50.9                           | - 5.2               | 51.1                    | - 1.2               |
| Dyeing and Finishing.....                          | 18                  | 4,453      | + .8                | 122,312     | - .1                | 27.47                   | - .9                | 41.2                           | - .5                | 66.6                    | - .6                |
| Fertilizer.....                                    | 42                  | 1,632      | +18.8               | 41,279      | +18.3               | 25.29                   | - .4                | 44.1                           | + .2                | 57.4                    | - .7                |
| Food and Kindred Products.....                     | 186                 | 5,118      | - 2.1               | 130,611     | - 3.4               | 25.52                   | - 1.3               | 44.3                           | - 1.1               | 57.7                    | no ch.              |
| Furn., Bedsprings & Mattresses.....                | 83                  | 12,577     | + .4                | 314,273     | + 2.6               | 24.99                   | + 2.1               | 41.1                           | + 1.0               | 60.7                    | + 1.0               |
| Hosiery, Full-fashioned.....                       | 57                  | 12,405     | - .2                | 399,242     | + 1.7               | 32.18                   | + 1.8               | 38.7                           | + 1.6               | 83.2                    | + .4                |
| Hosiery, Seamless.....                             | 123                 | 15,345     | + .9                | 339,033     | + 1.5               | 22.09                   | + .6                | 36.3                           | no ch.              | 60.8                    | + .7                |
| Iron and Steel Group.....                          | 19                  | 9,320      | - 1.5               | 315,407     | + .1                | 33.84                   | + 1.6               | 45.7                           | + .4                | 74.0                    | + 1.1               |
| Knit Goods, Flat.....                              | 10                  | 4,753      | + .7                | 116,291     | + 2.2               | 24.47                   | + 1.5               | 40.7                           | + 1.2               | 60.1                    | + .3                |
| Lumber, including planing mills.....               | 66                  | 4,425      | + 1.7               | 114,749     | - .7                | 25.93                   | - 1.0               | 45.2                           | - 2.2               | 57.4                    | + 1.2               |
| Machinery Group.....                               | 51                  | 2,770      | + 7.5               | 109,117     | + 8.1               | 39.39                   | + .5                | 45.9                           | - .2                | 85.8                    | + .2                |
| Paper Boxes.....                                   | 18                  | 869        | - 3.1               | 21,375      | - 2.3               | 24.60                   | + .8                | 40.7                           | - 3.6               | 60.5                    | + 4.7               |
| Pulp and Paper Mills.....                          | 6                   | 4,326      | + .2                | 176,851     | + 2.7               | 40.88                   | + 2.5               | 46.3                           | + 1.8               | 88.3                    | + .7                |
| Printing and Publishing.....                       | 27                  | 699        | + 1.6               | 27,153      | + 7.0               | 38.85                   | + 5.3               | 42.9                           | + 5.9               | 90.6                    | - .4                |
| Rayon Goods.....                                   | 22                  | 7,921      | + .6                | 230,983     | + 2.3               | 29.16                   | + 1.7               | 43.8                           | + .9                | 66.5                    | + .6                |
| Stemmeries & Redrying Plants.....                  | 26                  | 13,175     | -11.1               | 302,592     | -12.9               | 22.97                   | - 2.0               | 41.3                           | - 4.0               | 55.7                    | + 2.2               |
| Tobacco Products.....                              | 8                   | 13,724     | + 2.2               | 454,205     | + 3.4               | 33.10                   | + 1.2               | 43.9                           | + .9                | 75.4                    | + .4                |
| Woolen Mills.....                                  | 8                   | 4,234      | + 4.2               | 118,851     | + 2.7               | 28.07                   | - 1.4               | 42.2                           | no ch.              | 66.5                    | - 1.3               |
| Other Industries.....                              | 123                 | 27,714     | - .3                | 1,372,790   | + 1.6               | 49.53                   | + 2.0               | 45.3                           | + .4                | 109.3                   | + 1.4               |
| Nonmanufacturing Total.....                        | 722                 | 16,873     | +10.2               | \$ 340,062  | + 5.2               | \$20.15                 | - 4.5               | 38.9                           | - 1.8               | 51.8                    | - 2.8               |
| Retail.....  | 437                 | 10,290     | +18.1               | 167,297     | +11.7               | 16.26                   | - 5.4               | 34.6                           | - .9                | 47.0                    | - 4.5               |
| Wholesale.....                                     | 168                 | 2,092      | + .5                | 79,115      | + .5                | 37.82                   | no ch.              | 44.6                           | + 1.4               | 84.8                    | - 1.4               |
| Laundries, Dyeing and Cleaning.....                | 38                  | 1,797      | + .4                | 33,586      | + 2.7               | 18.69                   | + 2.3               | 48.6                           | + 1.3               | 38.4                    | + .8                |
| Mines and Quarries.....                            | 29                  | 694        | - 5.6               | 14,740      | -13.9               | 21.44                   | - 8.8               | 36.3                           | -12.5               | 58.5                    | + 4.3               |
| Public Utilities.....                              | 31                  | 839        | + 3.1               | 27,428      | + .6                | 32.69                   | - 2.4               | 45.3                           | - 2.4               | 72.2                    | no ch.              |
| Hotels.....  | 19                  | 1,161      | - 1.4               | 17,896      | + 2.0               | 15.41                   | + 3.5               | 49.0                           | + 2.9               | 31.5                    | + .6                |
| Total, All Manufacturing and Nonmanufacturing..... | 1,940               | 275,509    | + .8                | \$8,091,362 | + 1.6               | \$29.37                 | + .8                | 42.2                           | + .2                | 69.5                    | + .3                |

X Less than .1%.

in each of the seven major manufacturing groups. However, the accession rate for women was insufficient to offset the separation rate while for men the reverse held true, indicating a net increase in the total number of men.

## Employment and Pay Rolls December, 1944

Total employment for December, 1944, showed an increase of 0.8 percent over November, with 1,940 firms reporting employing 275,509 wage earners. Pay rolls totaled \$8,091,362 during the week surveyed, an increase of 1.6 percent over November pay rolls.

The average weekly wage in industries sampled was \$29.37 for a work week of 42.2 hours. Weekly wages increased 0.8 percent and the work week lengthened 0.2 percent. Average hourly earnings went up to 69.5, or 0.3 percent over last month.

In the manufacturing group average hourly earnings were 70.6 cents in December, an increase of 0.6 percent over November. Average hours worked were 42.4 per week, an increase of 0.5 percent, and

average weekly earnings were \$29.97, an increase of 1.2 percent.

In the nonmanufacturing group average hourly earnings were 51.8 cents, a decrease of 2.8 percent; average hours worked per week were 38.9, a decrease of 1.8 percent and average weekly earnings were \$20.15, a decrease of 4.5 percent.

Average hourly earnings for the various industries are as follows:

Manufacturing: Printing and publishing, 90.6 cents; pulp and paper mills, 88.3 cents; machinery group, 85.8 cents; hosiery (full-fashioned), 83.2 cents; tobacco products, 75.4 cents; iron and steel, 74.0 cents; dyeing and finishing, 66.6 cents; woolen mills, 66.5 cents; rayon goods, 66.5 cents; cotton goods, 63.5 cents; hosiery (seamless), 60.8 cents; furniture, bedsprings and mattresses, 60.7 cents; paper boxes, 60.5 cents; knit goods (flat), 60.1 cents; food and kindred products, 57.7 cents; fertilizer, 57.4 cents; lumber, 57.4 cents; stemmeries and redrying, 55.7 cents; brick, tile, terra cotta, 54.1 cents; cottonseed oil, 51.1 cents.

Nonmanufacturing Industries: Wholesale, 84.8 cents, public utilities, 72.2 cents; mines and quarries, 58.5 cents; retail, 47.0 cents; laundries, dyeing and cleaning, 38.4 cents, and hotels, 31.5 cents.



# Division of Standards and Inspections

## State Inspections

During the month of December, 1944, a total of 489 manufacturing, mercantile and service establishments employing a total of 28,108 workers were inspected under the provisions of the North Carolina Labor Laws and Rules and Regulations by the inspectors of the Division of Standards and Inspections.

## Wage-Hour and Public Contracts Inspections

A total of 196 inspections were completed in North Carolina during the month of December, 1944, under the Fair Labor Standards Act and the Public Contracts Act. Of this number 92 were physical inspections and 104 self-inspections. An analysis of the inspections made showed that 12 were operating in compliance with the provisions of the acts, 19 were in violation of record-keeping provisions only; 161 were in violation of minimum or overtime provisions, and five were found not to be covered by the acts.

The review section closed and reported to the national office on 117 cases. Of these 19 were compliance cases and 98 showed violations. Back wages in the amount of \$24,569.43 were secured for 450 employees. The back wages paid by the 55 establishments were to correct violation of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of 52 safety and health inspections were made under the Public Contracts Act. Of these, 28 establishments were found to be operating in compliance with the State code and 24 were found to be operating in violation of the State code. The Injury Frequency Rate regulations were being violated in 29 establishments.

## December Child Labor Report

December figures on employment of minors under the age of 18 years totaled 4,919 with 2,337 certificates issued to boys and 2,582 to girls.

Permits issued to minors of 16 and 17 years of age totaled 3,317 with boys receiving 1,835 and girls 1,482. Permits issued to minors under 16 came to 1,590, with 490 for boys and 1,100 for girls. Twelve boys of 12 and 13 years of age received permits for working as newsboys.

Industries employing minors of 16 and 17 years old on first-regular certificates amounted to a total of 1,493 with construction hiring 30 boys and two girls; manufacturing employing 734 boys and 215 girls and nonmanufacturing employing 208 boys and 304 girls.

Reissued regular certificates received by minors of 16 and 17 years of age totaled 433, with construction hiring six, manufacturing 255 and nonmanufacturing 172.

A total of 1,391 permits were issued for 16 and 17-year-old minors for vacation and part-time work. Construction hired one; manufacturing 60 and nonmanufacturing 1,330.

## Manpower Requirements and Labor Supply

Appraisal of current manpower in the munition industries and the personnel demands of the armed forces indicates that there is no general manpower shortage, but there are urgent needs for workers in certain types of war production, according to the *Labor Review*, issued monthly by the United States Department of Labor.

The decline in employment in munition industries of approximately ten percent between the peak in November, 1943, and September, 1944, was due largely to downward revisions in many programs and increased output per worker in many industries. There is no indication that any appreciable part of this decline was due to voluntary shifts to nonwar work. The critical shortages from now until the end of the war in Europe will be due in most cases to rapidly increased demands for certain products.

November, 1943, marked the peak of both output and employment in the munition industries. Thereafter, the production declined about five percent from an annual rate of 66.7 billion dollars in November to 63.6 billion dollars in September. During the same period employment dropped by ten percent, from 10.4 million to 9.3 million workers. The more than proportionate decrease in employment was due primarily to the increased output per worker as a result of improved utilization of labor and greater experience in munitions production.

The *Review* stated that except for seasonal changes, the total labor force (including the armed forces) continued to increase from the high level reached in 1943. Although the total labor force increased, the civilian labor force showed a net loss of 900,000 workers from September, 1943.

## STABILITY IS KEYNOTE IN NORTH CAROLINA INDUSTRY

(Continued from page one)

terials—mineral, agricultures and forest products—and also the fact that within a radius of 600 miles dwells more than 55 percent of the nation's population, to say nothing of the value of local markets, chemical process and finished products industries may soon rank among the State's major peacetime undertakings. (So far the only chemical process industry making a finished product, classified as one of the State's principal industries, is that of fertilizers.)

Another industrial group of potential importance which should not be affected with the coming of peace are those concerned with the production of minerals. The value of this industry in the State reached its highest peak in the State's history in 1940, amounting to \$21,112,732. Since 1932 the growth has been steadily consistent, a good indication of what the future holds.

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

### DECEMBER, 1944

|                                       |             |
|---------------------------------------|-------------|
| Letters written .....                 | 1,422       |
| Folders reviewed .....                | 190         |
| Examinations secured .....            | 21          |
| Hospitalizations .....                | 25          |
| Personal interviews .....             | 600         |
| Appearances before rating board ..... | 217         |
| New cases .....                       | 313         |
| Old cases .....                       | 659         |
| Total cases .....                     | 972         |
| Pensions .....                        | 76          |
| Compensations .....                   | 1           |
| Increased benefits .....              | \$ 2,886.04 |
| Back benefits .....                   | \$ 4,796.63 |
| Insurance benefits .....              | \$55,000.00 |
| Total benefits .....                  | \$62,682.67 |

A total of \$62,682.67 in pensions, compensations, and other benefits secured for the veterans and their families during the month of December was reported by the Veterans' Service Division of the State Department of Labor. This is a decrease of \$69,826.76 from the amount received in November, making the total benefits secured by veterans during the current calendar year \$577,692.

The division handled a total of 972 cases during the month, conducted 600 personal interviews, arranged hospitalization for 23 veterans and obtained pensions for 76 others.

The Veteran's Division has offices in Asheville, Charlotte, Greensboro, Raleigh and Greenville. These offices are prepared to render every possible assistance to all veterans, and to aid widows and orphans of veterans in establishing any claims they may have under Federal and State laws.

These particular industries are mentioned because they are representative of the three phases of the State's industrial life. Textiles, cotton in particular, represents one of the oldest industries in the State; minerals, one that was already established before the war and with an assured future; while chemical process and finished products are comparatively recent industries and ripe for further growth.

Limited space prevents a completion of North Carolina industrial list to which these same facts apply. However, in 1939, the latest year for which census statistics are available, the value of North Carolina manufacturing products was \$1,421,329,578—the largest output of any Southeastern state and the largest in the entire South except Texas. Due to the war many plants have reached their greatest growth since then; but stability has always marked most of our lines of endeavor in the past, even during the depression years. This stability should remain the industrial keynote of the State after peace is declared.



# DECEMBER BUILDING PERMITS

Prepared by Statistical Division

## Asheboro Heads Towns In Building Construction

The 19 reporting towns with a population of less than 10,000 had authorized construction work amounting to the total of \$46,350 for the month of December. Of this, \$11,400 was spent on new residential buildings; \$27,850 on nonresidential construction, and \$7,100 on additions, alterations and repairs.

Asheboro led the reporting towns with \$24,750 for authorized construction; Morehead City was second with construction work valued at \$8,600, and Lumberton third, with \$5,500.

## N. C. State College Adopts Safety Program

In order to consolidate gains made in industrial engineering education under the war program of the United States Department of Labor, North Carolina State College has decided to grant safety a permanent place in its curricula.

The program, which is being adopted by many colleges of engineering throughout the country at the recommendation of Secretary Perkins, will base its plans on those devised by the National Committee on Safety Engineering Education in Colleges, a development of the Department of Labor's emergency safety program. Staff safety consultants from the Department of Labor will assist in the college programs.

The immediate objective is the integration of safety into undergraduate curricula so that future engineering graduates will be grounded in the fundamentals of safety and take into account operating hazards in designing machines or laying out production processes.

## Wilmington Leads in Building Construction Work

More than \$348,000 worth of building construction was authorized in North Carolina cities during December, 35.4 percent less than in November when \$539,185 was authorized. An increase of 83.5 percent is noted over December, 1943, when \$189,859 worth of construction was authorized.

During December 262 permits were issued compared with 411 in November and 219 in December, 1943.

Of the total authorized construction in December, \$22,900 was for new residential buildings; \$167,340 for nonresidential construction, and \$158,225 for additions, alterations and repairs.

Wilmington led the cities with authorized construction valued at \$119,862; Charlotte was second with \$46,893, and Winston-Salem third, with \$30,755.

## Type of December Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |           |
|---|---|-----------|
|   | No.                                     | Cost      |
| RESIDENTIAL BUILDINGS:  |   |           |
| One-family dwellings .....  | 21                                      | \$ 22,900 |
| TOTAL.....  | 21                                      | \$ 22,900 |
| NONRESIDENTIAL BUILDINGS:   |   |           |
| Factories, bakeries, ice plants, laundries, and other workshops ..... | 2                                       | \$ 17,280 |
| Garages, public .....   | 1                                       | 500       |
| Garages, private (when separate from dwelling) .....                  | 9                                       | 3,610     |
| Institutions .....  | 1                                       | 91,640    |
| Office buildings, including banks.....                                | 1                                       | 8,000     |
| Public buildings .....  | 1                                       | 15,000    |
| Public works and utilities.....                                       | 1                                       | 5,500     |
| Sheds, poultry houses, contractors' temporary offices, etc. ....      | 3                                       | 935       |
| Stables and barns .....   | 1                                       | 125       |
| Stores and other mercantile buildings .....                           | 10                                      | 24,750    |
| TOTAL.....  | 30                                      | \$167,340 |
| ADDITIONS, ALTERATIONS AND REPAIRS:                                   |   |           |
| On residential buildings:   |   |           |
| Housekeeping dwellings .....  | 153                                     | \$ 63,715 |
| On nonresidential buildings .....                                     | 58                                      | 94,510    |
| TOTAL.....  | 211                                     | \$158,225 |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES DECEMBER, 1943 AND DECEMBER, 1944

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                       | Dec., 1943          | Dec., 1944 | Percentage Change | Dec., 1943     | Dec., 1944 | Percentage Change |
| Total.....                            | 219                 | 262        | + 19.6            | \$189,859      | \$348,465  | + 83.5            |
| Residential buildings.....            | 8                   | 21         | +162.5            | 38,150         | 22,900     | - 40.0            |
| Nonresidential buildings.....         | 35                  | 30         | - 14.3            | 31,565         | 167,340    | +430.1            |
| Additions, alterations and repairs... | 176                 | 211        | + 19.9            | 120,144        | 158,225    | + 31.7            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES NOVEMBER, 1944 AND DECEMBER, 1944

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                       | Nov., 1944          | Dec., 1944 | Percentage Change | Nov., 1944     | Dec., 1944 | Percentage Change |
| Total.....                            | 411                 | 262        | -36.3             | \$539,185      | \$348,465  | -35.4             |
| Residential buildings.....            | 29                  | 21         | -27.6             | 37,200         | 22,900     | -38.4             |
| Nonresidential buildings.....         | 58                  | 30         | -48.3             | 306,130        | 167,340    | -45.3             |
| Additions, alterations and repairs... | 324                 | 211        | -34.9             | 195,855        | 158,225    | -19.2             |

## SUMMARY OF DECEMBER, 1944 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of August, 1943 Included for Comparison

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |            |
|---------------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|------------|
|                     |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            | Dec., 1943                   | Dec., 1944 | Dec., 1943                         | Dec., 1944 | Dec., 1943                              | Dec., 1944 |
|                     |                  |                      | Dec., 1943                | Dec., 1944 | Dec., 1943   | Dec., 1944 |                              |            |                                    |            |   |            |
| Total.....          | 21               | \$22,900             | \$38,150                  | \$22,900   | 8            | 22         | \$31,565                     | \$167,340  | \$120,144                          | \$158,225  | \$189,859                               | \$348,465  |
| Asheville.....      |                  |                      |                           |            |              |            | 150                          | 950        | 4,260                              | 3,650      | 4,410                                   | 4,600      |
| Burlington.....     |                  |                      |                           |            |              |            |                              |            |                                    |            |   |            |
| Charlotte.....      | 1                | 6,000                |                           | 6,000      |              | 1          | 22,250                       | 23,430     | 8,150                              | 17,463     | 30,400                                  | 46,893     |
| Concord.....        | 1                | 350                  |                           | 350        |              | 1          | 550                          | 500        | 1,110                              | 9,350      | 1,600                                   | 10,200     |
| Durham.....         |                  |                      |                           |            |              |            | 2,000                        | 6,400      | 30,030                             | 7,370      | 32,030                                  | 13,770     |
| Elizabeth City..... | 1                | 700                  |                           | 700        |              | 1          |                              | 160        |                                    |            |   | 860        |
| Fayetteville.....   | 8                | 1,600                | 200                       | 1,600      | 1            | 8          | 1,400                        | 18,000     | 3,350                              | 1,565      | 4,950                                   | 21,165     |
| Gastonia.....       | 2                | 2,000                |                           | 2,000      |              | 2          |                              | 1,000      | 600                                | 7,400      | 600                                     | 10,400     |
| Goldsboro.....      | 1                | 3,000                | 35,450                    | 3,000      | 6            | 1          | 2,000                        | 2,075      | 1,100                              | 3,000      | 38,550                                  | 8,075      |
| Greensboro.....     | 1                | 500                  |                           | 500        |              | 1          | 175                          | 225        | 8,003                              | 23,828     | 8,178                                   | 24,553     |
| Greenville.....     |                  |                      |                           |            |              |            |                              | 250        | 225                                | 400        | 225                                     | 650        |
| Hickory.....        |                  |                      |                           |            |              |            |                              |            | 200                                | 300        | 200                                     | 300        |
| High Point.....     |                  |                      |                           |            |              |            | 625                          | 60         | 13,696                             | 14,887     | 14,321                                  | 14,947     |
| Kinston.....        | 1                | 2,250                |                           | 2,250      |              | 2          |                              |            | 1,625                              |            | 1,625                                   | 2,250      |
| Lexington.....      |                  |                      |                           |            |              |            | 300                          |            | 1,500                              |            | 1,800                                   | 400        |
| New Bern.....       | 1                | 1,000                |                           | 1,000      |              | 1          |                              | 2,100      |                                    | 6,535      |   | 9,635      |
| Raleigh.....        |                  |                      |                           |            |              |            | 165                          | 18,350     | 300                                | 4,850      | 465                                     | 23,200     |
| Reidsville.....     |                  |                      |                           |            |              |            |                              |            | 150                                | 200        | 200                                     | 150        |
| Rocky Mount.....    | 1                | 500                  |                           | 500        |              | 1          | 200                          |            |                                    | 200        | 200                                     | 700        |
| Salisbury.....      |                  |                      |                           |            |              |            | 310                          |            | 275                                | 50         | 585                                     | 50         |
| Shelby.....         |                  |                      |                           |            |              |            | 465                          |            | 873                                | 500        | 1,338                                   | 500        |
| Statesville.....    |                  |                      |                           |            |              |            |                              |            |                                    |            |   |            |
| Thomasville.....    |                  |                      |                           |            |              |            |                              |            |                                    | 750        |   | 750        |
| Wilmington.....     | 1                | 1,200                |                           | 1,200      |              | 1          | 825                          | 93,640     | 11,899                             | 25,022     | 12,724                                  | 119,862    |
| Wilson.....         | 2                | 3,800                |                           | 3,800      |              | 2          |                              |            | 6,800                              |            | 6,800                                   | 3,800      |
| Winston-Salem.....  |                  |                      | 2,500                     |            | 1            |            | 150                          | 200        | 25,948                             | 30,555     | 28,598                                  | 30,755     |



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XII

RALEIGH, N. C., MARCH, 1945

No. 3

## Three-way Program Is Best Safety Guarantee

That there is an imperative need for more intensified control of industrial accidents is attested by the fact that industrial casualties from Pearl Harbor to January, 1944, amounted to 37,600 killed, or 7,500 more than the military dead; 210,000 permanently injured and 4,500,000 temporarily disabled—60 times more than the wounded and missing in the war during the same period.

Injuries in 1944, however, came to 2½ million, eight percent less than in 1943, which proves that attention to unsafe working conditions and the elimination of unsafe work practices through adequate instruction and supervision of workers can bring about marked decreases in work injuries. At least 90 percent of all the accidents occurring since Pearl Harbor were preventable.

The State Department of Labor considers that one of its major jobs is to aid industrial establishments in preventing injury or loss of life, and thus put a stoppage to this useless waste of working hours. Under the Division of Standards and Inspection well-trained inspectors have been provided for the purpose of inspecting industrial plants and securing compliances with the safety requirements of both State and Federal laws.

Our inspectors are thorough and their job is both complicated and technical. They are required to go through an establishment, inspect all hazardous machines to see that the danger spots are properly guarded; to look for possible fire hazards and examine fire-prevention equipment; check on the condition of floors, machinery, working tools, elevators and boilers, and to make certain that first-aid equipment is adequate and quickly available for emergency use.

To this extent the Department has made itself responsible for the worker's safety. We have no authority over the individual himself. We cannot stop his taking useless chances, indulging in a little thoughtless horseplay, or becoming generally lax in observing rules and regulations designed for his safety. It is for him to realize that to court disaster is no longer a personal prerogative; that he is now a vital unit in a vast war machine which depends upon his single effort as much as the next man's. An unwary step may mean the difference between normal production of important war materials and the slowing up of that production.

### SAFETY AWARD

The Chatham Manufacturing Company and its employees are the recipients of a Certificate of Award from the United States Department of Labor for their exceptional safety record during the last six months of 1944. In making the formal presentation, W. B. Weaver, State Chairman of Manpower in War Industries, stated that to his knowledge this was the first award of its kind to be received in North Carolina.

The reduction of the company's "No Lost Time Accidents" of over 40 percent compared with the same period in 1943, was accomplished through the cooperation and careful observance of safety rules by all employees, and through the excellent work of the foremen in creating a safety-conscious atmosphere in their respective departments. The results in the saving of the individual from injury or probable death, and the subsequent saving of working hours constitute a real contribution to the war effort. The award received is tangible evidence that accidents can be prevented with ultimate benefit to management, employee and to the national economy.

Additional certificates for no-lost-time accidents were awarded to various departments in the firm.

In connection with the presentation Secretary of Labor Perkins sent a personal message to A. L. Butler, president of the company, expressing her appreciation of the firm's efforts. Governor Cherry and Forrest H. Shuford, State Commissioner of Labor, also sent messages commending the management and employees on the splendid record achieved.

Outside of the lost time involved each individual worker has a direct and personal stake in safety. To the nation, safety means a smoother, more constant flow of arms and equipment essential to victory. To plant management, it means a saving of compensation, medical bills and the meeting of a time margin. But to the worker himself, safety means a longer life, a whole body and unimpaired earning capacity which in turn means a full pay envelope. The worker, after all, is the primary victim of industrial accidents. He is also the primary beneficiary of industrial safety.

We know that the work in our Department does much to stop needless and

## Huge 1944 Loss In Working Time Due to On and Off Job Accidents

Killed—94,000; injured—9,750,000; the cost—\$4,850,000,000.

That was the toll exacted from America in the war year of 1944—not by the enemy on the battlefield, but by accidents on and off the job. Fatalities on the job were down in 1944 to 17,500 lives lost; but accidents in the home or on the street are just as costly to production.

The time lost during the year through accidents to workers alone, on and off the job, was equivalent to a complete shut-down for an entire year of war-time plants employing a total of 1,000,000 workers, the National Safety Council pointed out.

Furthermore, if this time loss were applied to aircraft construction, it would be sufficient to have built 29,000 heavy bombers.

Huge as it was, however, the 1944 all-accident death toll was five percent below 1943—a saving of 5,000 lives. This saving was due to a drop of 2,000 in home deaths, 1,500 in public deaths, 1,000 in deaths to military personnel and 500 in occupational fatalities. Despite the decrease in occupational deaths 41,000 workers were killed in 1944—17,500 on the job and 23,500 off the job. In addition non-fatal injuries to workers totalled 3,900,000—of which approximately 1,800,000 were caused by occupational accidents. Economic loss from these accidents came to about \$2,300,000,000.

## Another Industry With a Six-Months Plan

The wartime woodworking industry plans to meet a large part of its manpower shortage by reducing job accidents 40 percent in the next six months by a cooperative safety drive by the industry, labor unions, state labor departments, national safety organizations, insurance companies, the United States Department of Labor, and other Federal agencies.

Meeting and maintaining this goal will  
(Continued on page four)

wasteful on-the-job accidents; but the ideal set-up is the formation of a plant safety program in which the Labor Department and the management and employees of every establishment participate.



## NORTH CAROLINA

**Labor and Industry**

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FORREST H. SHUFORD  
Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

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**Child Labor—After Three Years Of War**

After three years of war North Carolina and the nation have come to the full realization that teen-age boys and girls have supplied more additional wartime workers than any other group in the population of the United States.

Nationally, as of April, 1944, the number of workers under 18 years of age exceeded 2,900,000, compared to the 1940 total of 872,314. A further breakdown shows that 2,050,000 of these young workers were 16 and 17 years of age and 850,000 were 14 and 15.

North Carolina reflects the national situation. Figures compiled by the Statistics Division, State Department of Labor, show that in 1940, one year before the war, 11,692 working permits were issued to young Tar Heel workers, while in 1944 the issuance totaled 63,478. The figures further show that from 1941 to 1944, inclusive, 176,675 certificates were issued.

The above statistics, however, do not indicate the actual additions to the labor force for the reason that in many instances a young person changes his job and is therefore issued a new certificate. Likewise, a youth working part time during his 14th and 15th year will receive another certificate when reaching 16, provided he accepts a full-time job. It is reasonable to assume that a large percentage of these additional permits represent accretions to the labor force.

Retail trade is the largest source of employment for 14- and 15-year-old boys and girls. Although not classified as an essential industry, the fact that such concerns can utilize unskilled part-time workers, thus releasing the older group for necessary war production, has been an important alleviating factor in our manpower shortage. There is also a widespread employment of this younger group in the service industries.

Every industry except mining and construction has had a substantial increase in teen-age workers since 1940 and as a result the employment of all young workers has changed considerably. Nationally, manufacturing now has replaced agriculture as the largest employer of the older teen-age group.

This sudden influx of children into the labor market is a complete reversal of a trend which has been going on in North Carolina and the country for many years. Educational measures, legislation and technological improvements in industry accounted for the diminishing of child employment, and the depression years gave the trend tremendous acceleration.

Labor leaders, educators and interested civic groups hope that the present expan-

**Employment and Payrolls for North Carolina**

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your cooperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

**Employment and Payrolls in Principal Industries of North Carolina  
January, 1945 Compared with December, 1944**

| INDUSTRIES   | No. Firms Reporting | EMPLOYMENT |                     | PAY ROLLS   |                     | AVERAGE WEEKLY EARNINGS |                     | AVERAGE HOURS PER WEEK PER MAN |                     | AVERAGE HOURLY EARNINGS |                     |
|--|---------------------|------------|---------------------|-------------|---------------------|-------------------------|---------------------|--------------------------------|---------------------|-------------------------|---------------------|
|  |                     | Number     | % Change Over Month | Amount      | % Change Over Month | Amount                  | % Change Over Month | Amount                         | % Change Over Month | Amount                  | % Change Over Month |
| Manufacturing Total.....                           | 922                 | 210,257    | — 1.1               | \$6,382,469 | — 2.0               | \$30.36                 | — .9                | 41.6                           | — 1.9               | 72.9                    | + .8                |
| Brick, Tile, Terra Cotta.....                      | 8                   | 342        | + 4.0               | 7,559       | + 15.8              | 22.10                   | + 11.4              | 40.6                           | + 9.1               | 54.4                    | + 2.1               |
| Cotton Goods.....                                  | 247                 | 88,969     | — .9                | 2,402,829   | — 1.3               | 27.01                   | — .4                | 41.0                           | — 2.4               | 65.8                    | + 1.9               |
| Cottonseed Oil.....                                | 10                  | 568        | — 2.9               | 15,046      | — 2.2               | 26.49                   | + .7                | 50.0                           | — 1.0               | 53.1                    | + 1.9               |
| Dyeing and Finishing.....                          | 17                  | 4,414      | + .6                | 120,639     | — .7                | 27.33                   | + 1.3               | 40.1                           | — 3.6               | 68.2                    | + 2.4               |
| Fertilizer.....                                    | 36                  | 1,689      | + 14.2              | 44,429      | + 18.0              | 26.30                   | + 3.3               | 44.3                           | — .4                | 59.3                    | + 3.5               |
| Food and Kindred Products.....                     | 115                 | 3,211      | — 5.4               | 83,030      | — 3.1               | 25.86                   | + 2.5               | 44.8                           | + .2                | 57.8                    | + 2.3               |
| Furn., Bedsprings & Mattresses.....                | 59                  | 8,449      | — .3                | 206,035     | — .5                | 24.39                   | — .2                | 41.0                           | no ch.              | 59.5                    | — .2                |
| Hosiery, Full-fashion.....                         | 47                  | 10,185     | — 1.8               | 318,444     | — 5.1               | 31.27                   | + 3.4               | 37.6                           | — 3.6               | 83.3                    | + .4                |
| Hosiery, Seamless.....                             | 90                  | 11,437     | — 1.2               | 251,674     | — 3.3               | 22.01                   | + 2.1               | 35.4                           | + 3.0               | 62.2                    | + 1.0               |
| Iron and Steel Group.....                          | 17                  | 9,080      | — .1                | 306,767     | + .8                | 33.78                   | + .9                | 45.8                           | + 1.1               | 73.8                    | — .1                |
| Knit Goods, Flat.....                              | 8                   | 4,018      | — .5                | 104,362     | + 3.6               | 25.97                   | + 4.2               | 42.1                           | + 3.2               | 61.7                    | + 1.0               |
| Lumber, including planing mills.....               | 45                  | 3,123      | + 1.0               | 78,292      | + 2.2               | 25.07                   | + 1.3               | 44.9                           | + .7                | 55.8                    | + .5                |
| Machinery Group.....                               | 30                  | 970        | — 1.1               | 32,188      | — 3.4               | 33.18                   | + 2.3               | 45.1                           | — 2.0               | 73.6                    | — .3                |
| Paper Boxes.....                                   | 16                  | 803        | — .9                | 18,877      | — 5.6               | 23.51                   | + 4.8               | 39.3                           | — 3.7               | 59.8                    | — 1.3               |
| Pulp and Paper Mills.....                          | 5                   | 4,054      | — .9                | 164,220     | — 3.3               | 40.51                   | + 2.5               | 45.2                           | — 2.6               | 89.6                    | + .2                |
| Printing and Publishing.....                       | 24                  | 693        | + 6.0               | 24,583      | — 3.6               | 35.47                   | + 9.0               | 39.1                           | + 9.0               | 90.8                    | + .1                |
| Rayon Goods.....                                   | 19                  | 6,786      | — .2                | 195,334     | + .5                | 28.78                   | + .7                | 43.0                           | + .2                | 67.0                    | + .4                |
| Stemmeries & Redrying Plants.....                  | 18                  | 10,293     | — 3.9               | 231,299     | — 7.7               | 22.47                   | + 3.9               | 39.2                           | — 4.6               | 57.4                    | + 1.1               |
| Tobacco Products.....                              | 8                   | 13,406     | — 2.3               | 431,872     | — 4.9               | 32.21                   | + 2.7               | 42.1                           | — 4.1               | 76.5                    | + 1.5               |
| Woolen Mills.....                                  | 7                   | 4,009      | — 4.4               | 114,952     | — 2.5               | 28.67                   | + 1.9               | 43.0                           | + .9                | 66.7                    | + 1.1               |
| Other Industries.....                              | 96                  | 23,758     | — .9                | 1,230,038   | — 2.5               | 51.77                   | + 1.7               | 46.0                           | + .2                | 112.6                   | — 1.9               |
| Nonmanufacturing Total.....                        | 557                 | 11,049     | — 19.4              | \$ 251,883  | — 7.5               | \$22.80                 | + 14.7              | 40.2                           | + 6.1               | 56.7                    | + 8.2               |
| Retail.....  | 318                 | 6,283      | — 30.0              | 109,974     | — 17.3              | 17.50                   | + 18.0              | 35.4                           | + 5.0               | 49.4                    | + 12.3              |
| Wholesale.....                                     | 154                 | 1,921      | — 1.0               | 73,908      | — 1.8               | 38.47                   | — .8                | 44.3                           | + 1.3               | 86.9                    | + .7                |
| Laundries, Dyeing and Cleaning.....                | 20                  | 863        | + 5.0               | 17,167      | + 5.2               | 19.89                   | + .2                | 48.7                           | + .6                | 40.9                    | + 1.0               |
| Mines and Quarries.....                            | 12                  | 400        | + .8                | 10,333      | + 17.1              | 25.83                   | + 16.2              | 45.5                           | + 22.0              | 56.8                    | + 4.5               |
| Public Utilities.....                              | 37                  | 844        | + .6                | 29,232      | + 6.6               | 34.64                   | + 6.0               | 47.2                           | + 4.2               | 73.4                    | + 1.7               |
| Hotels.....  | 16                  | 738        | + .4                | 11,269      | — 2.3               | 15.27                   | — 2.7               | 49.1                           | — 3.2               | 31.1                    | + .6                |
| Total, All Manufacturing and Nonmanufacturing..... | 1,479               | 221,306    | — 2.2               | \$6,634,352 | — 2.2               | \$29.98                 | — .1                | 41.6                           | — 1.2               | 72.1                    | + 1.3               |

X Less than .1%.

sion in the youthful labor force is mostly a temporary wartime development. Many of the younger workers still in school will devote full time to the studies after the war; but the older group—the out-of-school workers—will constitute the greatest adjustment problem. Young persons who have already left school are generally reluctant to return. It is this aspect of the situation that causes the most concern. The National Child Labor Committee is already planning to support measures needed to accomplish a twofold postwar objective—keep the young people out of competition with adults in the labor market and increase their education equipment.

The Adrain-Madora Spinning Mills have made a real start towards a better feeling and a better organization within their key men by the organization of a foreman's club at the two mills. Membership is confined to foremen, section men, fixers and members of the machine shop. Monthly meetings will be held, and every other month the meetings will be in the form of a dinner meeting. Subjects will be discussed at these meetings on safety, production and many other things to help men in running their jobs better. Club rooms will be provided eventually and will include a library on textile subjects, a game room and pool tables. The idea for the club originated with D. M. Williams, superintendent of the two plants.

**Women On Manufacturing Pay Rolls**

A survey of 895 manufacturing firms in North Carolina shows that out of 182,914 wage earners employed, 79,386 were women, a percentage of 43.4.

In the eastern part of the State 152 firms reported employing 31,277 wage earners. Of this number 7,915 were women, or 25.3 percent. In the piedmont section 635 firms reported employing 135,576 workers of which 65,224, or 48.1 percent, were women. In the western area with 108 firms reporting, 38.9 percent of the 16,061 wage earners employed were women, or a total of 6,247.

The percentage of women wage earners was highest in the following types of manufacturing: Knit goods (flat), 72.9 percent; hosiery (seamless), 71.7 percent; stemmeries and redrying plants, 71.2 percent; hosiery (full-fashion), 63.2 percent; iron and steel group, 60.7 percent; paper boxes, 55.8 percent; rayon goods, 49.2 percent; tobacco products, 48.5 percent; cotton goods, 45.6 percent; woolen mills, 42.8 percent; dyeing and finishing, 35.2 percent; food and kindred products, 27.2 percent.



# Division of Standards and Inspections

## State Inspections

During the month of January, 1945, a total of 1,084 manufacturing, mercantile and service establishments employing a total of 34,842 employees were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

Three warrants charging them with violating sections of the State labor laws were served on January 30th to owners of a Greensboro restaurant. The district inspector of the Labor Department who signed the affidavit found, upon investigation in connection with a complaint from one of the restaurant's employees, that violations of the maximum hour law and the child labor law were numerous and also that time records had been falsified.

Time records indicated that employees worked a straight eight hours, or 48 hours a week. Subsequent investigation showed that five waitresses and two male employees of the firm worked extra hours in addition, bringing the time worked on many days up to nine or 11 hours, or the total number of weekly hours up to 54 or 63.

One of the warrants accused the defendants of employing and working minors under 18 years of age at their cafe where alcoholic beverages were kept and sold to the public.

The case was heard on February 12th and the defendants pleaded guilty. Fines were fixed at \$10 plus \$12 cost in the maximum hour case; \$5 plus \$11 cost in the falsification of records, and \$5 plus \$11 cost in the child labor case, making a total cost of \$54.

## Wage-Hour and Public Contracts Inspections

A total of 86 inspections were completed in North Carolina during the month of January, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that 12 were operating in compliance with the provisions of the acts, 27 were in violation of record-keeping provisions only, 44 were in violation of minimum or overtime provisions, and three were found not to be covered by the acts.

The review section closed and reported to the national office on 100 cases. Of these six were compliance cases and 94 showed violations. Back wages in the amount of \$38,069.86 were secured for 1,031 employees. The back wages paid by the 50 establishments were to correct violation of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of 32 safety and health inspections were made under the Public Contracts Act. Of these, 18 establishments were found to be operating in compliance with the State code and 14 were found to be operating in violation of the State code. The injury frequency rate regulations were being violated in 19 establishments.

## Employment and Pay Rolls January, 1945

Effective January first the North Carolina Department of Labor began collecting data on *production workers* rather than wage earners as it has in the past. There is very little difference between the definition of production worker and that of wage earner. However, this change caused some confusion in reporting establishments and as a result the sample is smaller for this month than normally.

The change was made to comply with a series of standards adopted by the Federal Bureau of the Budget. Standard specifications for general application in the collection of employment information and related data represent an important stage in the advancement of a coordinated system of employment statistics. The application of these standards will simplify employer record keeping and in combination with the extended use of standard industrial classification will greatly enhance the consistency and comparability of data collected by government agencies.

The accompanying table is accurate as each reporting firm furnished both December and January figures using the production worker definition. However, this table should not be compared with the one published last month as that one was based on the wage earner definition.

Samples taken from a total of 1,479 firms in North Carolina show a slight decrease in both employment and total pay roll, with 221,306 wage earners in January compared with 226,215 in December—a decrease of 2.2 percent. Pay rolls totalled \$6,634,352 in January compared with \$6,758,999 in December, a decrease of 2.2 percent. Man hours came to 9,199,875 in January, 3.5 percent less than the 9,531,290 hours in December. The average hours worked per week by each employee were 41.6 in January and 42.1 in December showing a decrease of 1.2 percent. Average weekly earnings in January came to \$29.98, a percentage decrease of 0.1 percent compared with the \$30 earned in December. The average hourly earnings were 72.1 cents in January which shows an increase of 1.3 percent over the 71.2 cents earned in December.

The number of employees in the 922 manufacturing plants reporting came to 210,257 in January and 212,506 in December, a decrease of 1.1 percent. Manufacturing pay rolls totalled \$6,382,469 in January, 2.0 percent less than the \$6,513,558 earned in December. Average hours worked in January amounted to 8,755,943 which was a percentage decrease of 2.8 below December which had 9,011,180 working hours. Weekly earnings averaged \$30.36 in January, or 0.9 percent less than in December when weekly earnings came to \$30.65. Hourly average earnings were 72.9 cents in January, showing an increase over December earnings of 72.3 cents—or an increase of 0.8 percent. Average hours worked in January were 41.6 and in December 42.4, a difference of 1.9 percent.

The nonmanufacturing industries employed a total of 11,049 employees in January compared with 13,709 in December, which was a 19.4 percent decrease. Pay rolls totalled \$251,883 in January, 7.5 percent less than the \$272,441 paid in De-

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

### JANUARY, 1945

|                                       |             |
|---------------------------------------|-------------|
| Letters written .....                 | 5,795       |
| Folders reviewed .....                | 434         |
| Examinations secured .....            | 21          |
| Hospitalizations .....                | 33          |
| Personal interviews .....             | 811         |
| Appearances before rating board ..... | 395         |
| New cases .....                       | 764         |
| Old cases .....                       | 989         |
| Total Cases .....                     | 1,753       |
| Pensions .....                        | 72          |
| Compensations .....                   | 15          |
| Increased benefits .....              | \$ 2,691.05 |
| Back benefits .....                   | \$ 4,898.01 |
| Insurance benefits .....              | \$80,000.00 |
| Total benefits .....                  | \$87,589.06 |

A total of \$87,589.06 in pensions, compensations and other benefits secured for veterans and their families during the month of January was reported by the Veterans' Service Division of the State Department of Labor. This is an increase of \$24,906.39 over the amount received in December.

The division handled a total of 1,753 cases during the month, conducted 811 personal interviews, arranged hospitalization for 33 veterans and obtained pensions for 72 others.

The Veterans' Division has offices in Asheville, Charlotte, Greensboro, Raleigh and Greenville. These offices are prepared to render every possible assistance to all veterans, and to aid widows and orphans of veterans in establishing any claims they may have under Federal and State laws.

Hours worked in January came to 443,932; in December, 520,110—a decrease of 14.6 percent in the hours worked in January. However, average weekly earnings were higher in January with \$22.80 earned compared with \$19.87 earned in December, showing an increase of 14.7 percent. Average hours worked also showed an increase with 40.2 in January, 6.1 percent above the 37.9 weekly hours worked in December. Average hourly earnings came to 56.7 cents in January and 52.4 cents in December with an increase in January of 8.2 percent.

Average hourly earnings reported by the various industries were as follows:

**Manufacturing:** Printing and publishing, 90.8 cents; pulp and paper mills, 89.6 cents; hosiery (full-fashion), 83.3 cents; tobacco products, 76.5 cents; iron and steel, 73.8 cents; machinery group, 73.6 cents; dyeing and finishing, 68.2 cents; rayon goods, 67.0 cents; woolen mills, 66.7 cents; cotton goods, 65.8 cents; hosiery (seamless), 62.2 cents; knit goods, 61.7 cents; paper boxes, 59.8 cents; furniture, bedsprings, mattresses, 59.5 cents; fertilizer, 59.3 cents; food and kindred products, 57.8 cents; stemmeries and re-drying plants, 57.4 cents; lumber and planing mills, 55.8 cents; brick, tile and terracotta, 54.4 cents; cottonseed oil, 53.1 cents.

**Nonmanufacturing Industries:** Wholesale, 86.9 cents; public utilities, 73.4 cents; mines and quarries, 56.8 cents; retail, 49.4 cents; laundries, dyeing and cleaning, 40.9 cents; hotels, 31.1 cents.



## Charlotte Leads Cities In Construction Work

Construction work in North Carolina showed a sharp increase in January with \$952,177 spent on various types of building. A 173.2 percent increase is noted over December which had construction work amounting to \$348,465, and an increase of 489.0 percent is shown over January, 1944, when construction work amounting to \$161,666 was authorized for the month.

Last January 311 permits were issued compared with 262 in December and 249 in January, 1944.

Of the total amount spent on construction work in January \$70,188 was for new residential buildings; \$508,772 for nonresidential buildings and \$373,214 for additions, alterations and repairs.

Charlotte led the cities with authorized construction valued at \$363,919; Wilmington was second with \$129,173 and Raleigh third with \$90,025.

## Morehead City Highest In Town Building Construction

The 17 reporting towns with a population of less than 10,000 had authorized construction work amounting to a total of \$301,883 for the month of January. Of this \$186,925 was spent on new residential buildings; \$78,540 was spent on nonresidential buildings and \$36,418 on additions, alterations and repairs.

Morehead City led the reporting towns with construction valued at \$180,500; Monroe was second with \$59,010 and Lumberton third, with \$25,650.

## January Report On Child Labor

The employment of minors under the age of 18 for January amounted to 4,089, with boys receiving 3,002 working permits and girls, 1,087.

Minors 16 and 17 years of age received a total of 3,426 certificates. Of this number 2,502 were issued to boys and 924 to girls. Certificates issued to minors under 16 came to 663. Twenty-seven of these were issued to newsboys of 12 and 13

years; 473 were issued to boys of 14 and 15 and 163 to girls of the same age.

Minors of 16 and 17 years of age for first regular employment received a total of 2,405 permits. Manufacturing employed 1,378 boys and 492 girls; nonmanufacturing employed 321 boys and 163 girls and construction 49 boys and two girls.

Vacation and part-time permits were issued to 234 minors of 16 and 17 years of age, with nonmanufacturing employing 198 and manufacturing 36. Construction employed no workers in this group.

## ANOTHER INDUSTRY WITH A SIX-MONTHS PLAN

(Continued from page one)

add nearly four million man-days of working time in 1945 and will mean that many more pontoon bridges, trailers, aircraft, gun crates and ammunition boxes for the Army and Navy.

This is the third industry to pledge a concentrated safety drive to meet the Labor Department's over-all goal of a million fewer accidents in 1945; its present accident toll is more than twice the national average and is one of the ten highest in the country. A successful campaign would save planing mills and wooden container plants nearly \$2,000,000 a year, safeguard the lives of 150,000 workers and keep nearly 6,000 employees on the job who otherwise would lose working time from industrial injuries.

Composed predominantly of small plants scattered throughout the 48 states, this

industry offers a challenge to safety engineers because of the difficulty of reaching thousands of small plant managements with the importance of organized safety programs.

## Type of January Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |                  |
|---|---|------------------|
|   | No.                                     | Cost             |
| <b>RESIDENTIAL BUILDINGS:</b>   |   |                  |
| One-family dwellings .....  | 26                                      | \$ 64,188        |
| Two-family dwellings .....  | 1                                       | 6,000            |
| <b>TOTAL.....</b>   | <b>27</b>                               | <b>\$ 70,188</b> |
| <b>NONRESIDENTIAL BUILDINGS:</b>                                      |   |                  |
| Churches (include parish halls and Sunday-school rooms) .....         | 2                                       | \$ 9,500         |
| Factories, bakeries, ice plants, laundries, and other workshops ..... | 13                                      | 175,000          |
| Garages, public .....   | 3                                       | 11,150           |
| Garages, private .....  | 4                                       | 710              |
| Institutions .....  | 1                                       | 67,000           |
| Office buildings, including banks .....                               | 3                                       | 875              |
| Public works and utilities .....                                      | 2                                       | 115,000          |
| Sheds, poultry houses, contractors' temporary offices, etc. ....      | 6                                       | 1,475            |
| Stables and barns .....   | 1                                       | 200              |
| Stores and other mercantile buildings .....                           | 21                                      | 127,402          |
| All other nonresidential .....  | 2                                       | 460              |
| <b>TOTAL.....</b>   | <b>58</b>                               | <b>\$508,772</b> |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                            |   |                  |
| Housekeeping dwellings .....  | 143                                     | \$ 62,015        |
| On nonresidential buildings .....                                     | 82                                      | 311,199          |
| <b>TOTAL.....</b>   | <b>225</b>                              | <b>\$373,214</b> |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JANUARY, 1944 AND JANUARY, 1945

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                       | Jan., 1944          | Jan., 1945 | Percentage Change | Jan., 1944     | Jan., 1945 | Percentage Change |
| Total.....                            | 249                 | 311        | + 24.9            | \$161,666      | \$952,174  | + 489.0           |
| Residential buildings.....            | 10                  | 28         | +180.0            | 7,000          | 70,188     | + 902.7           |
| Nonresidential buildings.....         | 30                  | 58         | + 93.3            | 42,830         | 508,772    | +1087.9           |
| Additions, alterations and repairs... | 209                 | 225        | + 7.7             | 111,836        | 373,214    | + 233.7           |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES DECEMBER, 1944 AND JANUARY, 1945

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                       | Dec., 1944          | Jan., 1945 | Percentage Change | Dec., 1944     | Jan., 1945 | Percentage Change |
| Total.....                            | 262                 | 311        | +18.7             | \$348,465      | \$952,174  | +173.2            |
| Residential buildings.....            | 21                  | 28         | +33.3             | 22,900         | 70,188     | +206.5            |
| Nonresidential buildings.....         | 30                  | 58         | +93.3             | 167,340        | 508,772    | +204.0            |
| Additions, alterations and repairs... | 211                 | 225        | + 6.6             | 158,225        | 373,214    | +135.9            |

## SUMMARY OF JANUARY, 1945 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of January, 1944 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |            |
|---------------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|------------|
|                     |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            | Jan., 1944                   | Jan., 1945 | Jan., 1944                         | Jan., 1945 | Jan., 1944                              | Jan., 1945 |
|                     |                  |                      | Jan., 1944                | Jan., 1945 | Jan., 1944   | Jan., 1945 |                              |            |                                    |            |   |            |
| Total.....          | 27               | \$70,188             | \$7,000                   | \$70,188   | 10           | 28         | \$42,830                     | \$508,772  | \$111,836                          | \$373,214  | \$161,666                               | \$952,174  |
| Asheville.....      |                  |                      |                           |            |              |            | 225                          |            | 5,500                              | 11,833     | 5,725                                   | 11,833     |
| Burlington.....     |                  |                      |                           |            |              |            |                              |            |                                    |            |   |            |
| Charlotte.....      | 5                | 17,700               |                           | 17,700     |              | 6          | 4,045                        | 105,120    | 5,127                              | 241,099    | 9,172                                   | 363,919    |
| Concord.....        |                  |                      |                           |            |              |            |                              | 16,000     |                                    | 8,250      |   | 24,250     |
| Durham.....         |                  |                      |                           |            |              |            | 450                          | 54,000     | 5,261                              | 7,810      | 5,711                                   | 61,810     |
| Elizabeth City..... |                  |                      | 2,000                     |            | 1            |            |                              | 225        |                                    | 500        | 2,000                                   | 725        |
| Fayetteville.....   | 6                | 5,900                | 2,800                     | 5,900      | 5            | 6          | 200                          | 2,400      | 2,195                              | 2,190      | 5,195                                   | 10,490     |
| Gastonia.....       |                  |                      | 400                       |            | 2            |            |                              | 1,800      |                                    | 600        | 400                                     | 2,400      |
| Greensboro.....     | 3                | 2,700                | 1,800                     | 2,700      | 2            | 3          | 1,250                        | 2,825      | 200                                | 6,000      | 3,250                                   | 11,525     |
| Greenville.....     | 4                | 16,200               |                           | 16,200     |              | 4          | 190                          | 10,700     | 15,765                             | 17,839     | 15,955                                  | 44,739     |
| Hickory.....        |                  |                      |                           |            |              |            | 525                          | 250        | 300                                | 75         | 825                                     | 325        |
| High Point.....     |                  |                      |                           |            |              |            |                              |            | 500                                | 2,425      | 500                                     | 2,425      |
| Kinston.....        | 1                | 2,100                |                           | 2,100      |              | 1          | 14,400                       | 4,027      | 9,329                              | 16,083     | 23,729                                  | 20,110     |
| Lexington.....      |                  |                      |                           |            |              |            | 5,700                        | 25,200     |                                    |            | 5,700                                   | 27,300     |
| New Bern.....       | 4                | 8,500                |                           | 8,500      |              | 4          | 3,285                        | 7,500      | 1,430                              | 200        | 4,715                                   | 7,700      |
| Raleigh.....        |                  |                      |                           |            |              |            |                              |            | 11,000                             | 6,224      | 11,000                                  | 14,724     |
| Reidsville.....     |                  |                      |                           |            |              |            |                              |            | 1,700                              | 7,325      | 12,700                                  | 90,025     |
| Rocky Mount.....    |                  |                      |                           |            |              |            |                              | 175        | 675                                | 5,600      | 675                                     | 5,775      |
| Salisbury.....      |                  |                      |                           |            |              |            |                              | 77,000     | 850                                | 100        | 850                                     | 77,100     |
| Shelby.....         | 1                | 600                  |                           | 600        |              | 1          |                              |            | 18,100                             | 3,028      | 18,100                                  | 3,628      |
| Statesville.....    |                  |                      |                           |            |              |            |                              |            | 768                                |            | 768                                     |            |
| Thomasville.....    |                  |                      |                           |            |              |            | 50                           |            |                                    |            |   |            |
| Wilmington.....     |                  |                      |                           |            |              |            | 1,250                        | 113,300    | 13,353                             | 15,873     | 14,603                                  | 129,173    |
| Wilson.....         |                  |                      |                           |            |              |            |                              | 5,000      | 1,200                              | 150        | 1,200                                   | 5,150      |
| Winston-Salem.....  | 3                | 16,488               |                           | 16,488     |              | 3          | 310                          | 500        | 18,583                             | 20,010     | 18,893                                  | 36,998     |



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

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No. 4

## Public Employment and Pay Rolls and Postwar Implications

The general upward trend in public employment and pay rolls between 1929 and 1939 may be expected to reappear after the war, following a brief period in which curtailment of Federal activity will cause total government employment and pay rolls to fall substantially from wartime levels, according to an article appearing in the *Monthly Labor Review* for February. Because of the underlying prewar tendency, however, Federal employment, averaging 2,901,000 a month in 1944, is not likely to drop to the 1939 figure of 888,400, or even to fall as low as one million. This fact and the prospect of an upward spurt in State and local activity will mean that the gradual increase in total public employment after the war will probably be resumed from levels higher than those established in 1939.

State and local governments accounted for well over three fourths of total public employment in 1939, but only a little over half in 1944. They will probably reassume their prewar importance after the war. Although local agencies alone should again supply the greater part of all public services, their share of total public employment may be reduced to a half as compared with three fifths in 1939, because state governments are expected to grow more rapidly than local. Expansion in State services will be occasioned not only by the immediate need for highway work seriously curtailed during the war, but also by further increases in social insurance and health services, and by restaffing of hospitals, charitable and correctional institutions.

Public employment of all kinds increased 30 percent between 1929 and 1939, from 3,065,800 to 3,978,700; and average monthly pay rolls rose 28 percent from 379 million to 487 million dollars. The upward trend in State and local activity was evident in North Carolina where employment increased 20 percent between 1929 and 1939, from 48,800 to 58,600; and average monthly pay rolls rose 19 percent from 3,918,000 dollars to 4,644,000 dollars.

Allowing for population growth, the increase in all governmental employment and pay rolls was about one fifth in the eleven years. Employment rose from a monthly average of 250 per 10,000 inhabitants to 302, and pay rolls per inhabitant from \$3.09 to \$3.70 a month. In North Carolina, non-Federal employment rose from a monthly average of 154 per 10,000 inhabitants to 164, a rank of 47th among the states, and pay rolls per inhabitant from \$1.24 to \$1.30 a month, a rank of 44th among the states. The average monthly pay roll per inhabitant in 1939 varied from \$4.19 in New York to \$0.92 in Mississippi.

In 1939 North Carolina ranked 16th among the states in average monthly employment of State and local government employees and 19th in average monthly pay roll, but was 40th in rank as to average monthly payment per employee, paying \$79.

State services have in general been curtailed for three years and may be expected to expand rapidly as soon as workers and materials are available. In particular, highway construction and repair work which has necessarily been postponed, will give rise to a decided spurt in force-account construction activity. The movement of the 1930's for the organization of social insurance and health services has not yet reached its full development, and will continue to influence public activity at the State level especially. Hospitals and charitable institutions, which are now seriously understaffed, will try to improve their operating standards. Expansion is probably to be expected in the correctional field also, where institutional populations are now at a low point.

For local governments the picture is less clear-cut, but the trend, though not spectacular, should nevertheless be upward, because population increases and growing urbanization and industrialization will still require a greater volume of governmental work. Conflicting factors will operate in the first postwar years, with the net result of an early but relatively short spurt in local activity. The accumulated backlog of public works, for example, is substantial. On the other hand, debt burdens and changing tax yields may not always permit great development in either plant or services, and many communities which have had to expand their public services, under the pressure of sharp wartime population increases, will tend to contract operations when populations have reshifted.

## Labor Legislation

The 1945 General Assembly of North Carolina adjourned March 21 without enacting any legislation materially changing the labor laws of the State.

An act establishing an Arbitration Service in the Department of Labor and providing for the voluntary arbitration of labor disputes pertaining to wages, hours and working conditions in North Carolina was approved and becomes law on July 1, 1945.

The law provides that the Commissioner of Labor shall maintain a list of qualified, public spirited citizens who will serve as arbitrators and, where both parties to a dispute elect to arbitrate under this act, the commissioner will appoint one of these as chairman of an arbitration panel, the parties to the dispute selecting two arbitrators each to complete the panel. If the parties prefer to submit the matter to a

## Strikes vs. Accidents

Two of the more important functions of the Department of Labor are the inspection of industrial plants for the enforcement of safety and health regulations for the prevention of accidents and the promotion of friendly relations between labor and management. Both of these activities are of increased importance now as accidents and strikes interfere with production and therefore give aid and comfort to our enemies.

We hear much about strikes in industry and the resultant loss of man-days. War production in 1943 suffered as the result of 13,500,000 man-days lost from 3,750 strikes throughout our nation.

On the other hand, one hears very little about an even more serious drain on our productive efforts. In 1943, the last year for which complete statistics are available, 2,400,000 persons suffered industrial injuries. These accidents, considering the cumulative effect of the fatal and permanent disability ones, caused the loss of 274,000,000 man-days—a year's employment for 914,000 workers and over twenty times as many as were lost from strikes.

In North Carolina strikes in 1943 accounted for less than one percent of the national total of man-days lost. If statistics were available, we might not appear in quite so favorable a light with reference to industrial injuries. We must do everything possible to reduce this waste of manpower. Management and labor by cooperative effort can reduce the number of strikes, promote safer working conditions and encourage safe work habits.

single arbitrator, the Commissioner of Labor will select such arbitrator from the list he maintains.

The provision contained in the voluntary Apprenticeship Act of 1939, providing for the administrative settlement of controversies or complaints arising under the act, was abolished by the current Legislature and the act further amended so as to apply only upon voluntary election by a person, firm, corporation or craft and then for such length of time as might be elected.

While not directly labor legislation the passage of a bill requiring minors to remain in school until 16 years of age brings the school attendance law into conformity with labor laws which do not permit full-time employment of minors under 16 years of age.

A State minimum wage and maximum hour law, recommended by the Commissioner of Labor, was discussed with many individual members of the Legislature. The consensus of opinion seemed to be that this was not the opportune time for such legislation but that such a measure had much merit and should be given serious consideration when world conditions become more stable.

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Commissioner of Labor

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## Employment and Pay Rolls February, 1945

Employment in North Carolina industry continued to decline in February. The 1,698 establishments reported employing 245,843 production workers in February as compared with 248,826 in January—a decline of 1.2 percent.

Pay rolls, according to reports from these same firms, totaled \$7,054,498 per week in February as compared with \$7,315,218 in January—a decrease of 3.6 percent. Man-hours worked in February were 10,160,003 per week as compared with 10,332,827 in January—a decrease of 1.7 percent.

The average employee of these reporting firms worked 41.3 hours per week in February compared with 41.5 hours in January; earned 69.4 cents per hour in February compared with 70.8 cents an hour in January; and earned \$28.70 per week in February compared with \$29.40 per week in January.

The greatest employment changes over the month occurred in two seasonal industries: employment in the fertilizer industry increased 10.3 percent and in the stemmeries and redrying plants decreased 9.2 percent.

In the manufacturing industries 1,102 firms reported employing 234,811 production workers in February compared with 237,676 in January. The weekly pay roll for these firms amounted to \$6,780,775 and man-hours worked during the week to 9,688,769. Average weekly earnings of employees were \$28.88; average hours worked per week, 41.3, and average hourly earnings, 70.0.

In the nonmanufacturing group 596 firms reported employing 11,032 workers in February compared with 11,150 in January. The weekly pay roll for these firms amounted to \$273,723 and man-hours worked during the week to 471,234. Average weekly earnings of employees were \$24.81; average hours worked per week, 42.7, and average hourly earnings, 58.1 cents.

Average hourly earnings for the various industries were as follows:

*Manufacturing:* Printing and publishing, 91.6; machinery, 88.4; pulp and paper, 86.6; full-fashioned hosiery, 83.4; tobacco products, 75.4; iron and steel, 74.3; woolen, 67.2; rayon, 66.9; dyeing and finishing, 66.4; cotton, 64.0; flat knit goods, 62.1; seamless hosiery, 61.6; fertilizer, 59.1; food and kindred products, 57.7; brick, tile and terra cotta, 56.6; lumber, 56.4; stemmeries and redrying plants, 55.4; cottonseed oil, 52.7.

*Nonmanufacturing Industries:* Wholesale, 85.8; public utilities, 74.5; mines and quarries, 57.5; retail, 55.2; laundries, dyeing and cleaning, 37.5; hotels, 31.7.

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

Due to the new arrangement between the North Carolina Department of Labor and the Bureau of Labor Statistics, we have been able to increase the coverage of the statistical sample for North Carolina Employment and Payroll.

Your coöperation in supplying current information each month is earnestly desired and will be much appreciated. If your name is not on our mailing list, we shall be glad to add it in order that we might receive your employment data.

### Employment and Payrolls in Principal Industries of North Carolina

February, 1945, Compared with January, 1945

| INDUSTRIES   | No. Firms Reporting | EMPLOYMENT |                     | PAY ROLLS   |                     | AVERAGE WEEKLY EARNINGS |                     | AVERAGE HOURS PER WEEK PER MAN |                     | AVERAGE HOURLY EARNINGS |                     |
|--|---------------------|------------|---------------------|-------------|---------------------|-------------------------|---------------------|--------------------------------|---------------------|-------------------------|---------------------|
|  |                     | Number     | % Change Over Month | Amount      | % Change Over Month | Amount                  | % Change Over Month | Amount                         | % Change Over Month | Amount                  | % Change Over Month |
| Manufacturing Total.....                           | 1,102               | 234,811    | - 1.2               | \$6,780,775 | - 3.7               | \$28.88                 | - 2.5               | 41.3                           | - .5                | 70.0                    | - 2.0               |
| Brick, Tile, Terra Cotta.....                      | 12                  | 591        | + 1.2               | 13,983      | - 1.0               | 23.66                   | - 2.2               | 41.8                           | - 2.8               | 56.6                    | + .7                |
| Cotton Goods.....                                  | 280                 | 100,809    | - .7                | 2,693,455   | - .4                | 26.72                   | + .2                | 41.8                           | + 1.5               | 64.0                    | - 1.1               |
| Cottonseed Oil.....                                | 12                  | 696        | + .7                | 18,593      | + 2.9               | 26.71                   | + 2.1               | 50.7                           | + 1.2               | 52.7                    | + 1.0               |
| Dyeing and Finishing.....                          | 15                  | 4,134      | - .6                | 112,977     | - .7                | 27.33                   | + 1.4               | 41.2                           | + 3.8               | 66.4                    | + 2.4               |
| Fertilizer.....                                    | 35                  | 1,774      | +10.3               | 46,755      | +10.4               | 26.36                   | + .2                | 44.6                           | + 1.1               | 59.1                    | - 1.0               |
| Food and Kindred Products.....                     | 155                 | 4,177      | x                   | 107,925     | + 1.4               | 25.84                   | + 1.5               | 44.7                           | + .9                | 57.7                    | + .5                |
| Furn., Bedsprings & Mattresses....                 | 75                  | 11,266     | - 1.8               | 273,516     | - .7                | 24.28                   | + 1.1               | 40.1                           | + .3                | 60.6                    | + .8                |
| Hosiery, Full-fashion.....                         | 55                  | 12,091     | - 1.0               | 370,897     | - 2.2               | 30.68                   | - 1.2               | 36.8                           | - 1.6               | 83.4                    | + .5                |
| Hosiery, Seamless.....                             | 110                 | 13,808     | - 1.0               | 306,318     | + 2.0               | 22.18                   | + 3.0               | 36.0                           | + 2.9               | 61.6                    | + .2                |
| Iron and Steel Group.....                          | 17                  | 8,590      | - 5.0               | 293,433     | - 4.4               | 34.16                   | + .6                | 46.0                           | + .2                | 74.3                    | + .4                |
| Knit Goods, Flat.....                              | 10                  | 4,505      | - .9                | 115,660     | - .3                | 25.67                   | + .6                | 41.3                           | + 1.0               | 62.1                    | - .5                |
| Lumber, including planing mills....                | 56                  | 4,061      | + 1.1               | 99,767      | - 1.6               | 24.57                   | - 2.6               | 43.6                           | - 2.5               | 56.4                    | no ch.              |
| Machinery Group.....                               | 42                  | 2,240      | + 1.6               | 93,558      | + 5.0               | 41.77                   | + 3.4               | 47.3                           | + 1.1               | 88.4                    | + 2.3               |
| Paper Boxes.....                                   | 17                  | 836        | + 1.8               | 20,231      | + 5.4               | 24.20                   | + 3.5               | 40.6                           | + 3.8               | 59.6                    | - .2                |
| Pulp and Paper Mills.....                          | 6                   | 4,263      | - .5                | 166,106     | - 3.1               | 38.97                   | - 2.6               | 45.0                           | - .4                | 86.6                    | - 2.0               |
| Printing and Publishing.....                       | 26                  | 735        | + .7                | 25,887      | + .5                | 35.22                   | - .2                | 38.4                           | + 1.3               | 91.6                    | + 1.1               |
| Rayon Goods.....                                   | 22                  | 7,816      | - 1.1               | 219,902     | - 2.2               | 28.13                   | - 1.1               | 42.1                           | - 1.2               | 66.9                    | + .1                |
| Stemmeries & Redrying Plants.....                  | 24                  | 10,958     | - 9.2               | 226,943     | - 13.7              | 20.71                   | - 5.0               | 37.4                           | - 4.3               | 55.4                    | - .7                |
| Tobacco Products.....                              | 7                   | 11,651     | - .1                | 356,744     | - 3.0               | 30.62                   | - 2.9               | 40.6                           | - 2.6               | 75.4                    | - .4                |
| Woolen Mills.....                                  | 8                   | 4,133      | + 2.1               | 118,935     | + 2.7               | 28.78                   | + .6                | 42.8                           | - .5                | 67.2                    | + .9                |
| Other Industries.....                              | 118                 | 25,677     | - 1.3               | 1,099,190   | - 14.5              | 42.81                   | - 13.4              | 42.1                           | - 7.7               | 101.6                   | - 6.3               |
| Nonmanufacturing Total.....                        | 596                 | 11,032     | - 1.1               | \$ 273,723  | - .2                | \$24.81                 | + .9                | 42.7                           | + .2                | 58.1                    | + .7                |
| Retail.....  | 341                 | 5,710      | - 1.8               | 122,517     | - 1.3               | 21.46                   | + .6                | 38.9                           | + .5                | 55.2                    | no ch.              |
| Wholesale.....                                     | 152                 | 1,882      | - .7                | 72,869      | + 2.0               | 38.72                   | + 2.7               | 45.1                           | + 1.3               | 85.8                    | + 1.2               |
| Laundries, Dyeing and Cleaning....                 | 29                  | 1,250      | - .9                | 23,501      | - 2.1               | 18.80                   | - 1.2               | 50.2                           | - 1.0               | 37.5                    | no ch.              |
| Mines and Quarries.....                            | 22                  | 525        | - .4                | 12,879      | - .7                | 24.53                   | - .4                | 42.7                           | - .7                | 57.5                    | + .5                |
| Public Utilities.....                              | 37                  | 847        | + .4                | 29,319      | + .3                | 34.62                   | - .1                | 46.5                           | - 1.5               | 74.5                    | + 1.5               |
| Hotels.....  | 15                  | 818        | + 1.5               | 12,638      | + 2.2               | 15.45                   | + .7                | 48.8                           | - .6                | 31.7                    | + 1.6               |
| Total, All Manufacturing and Nonmanufacturing..... | 1,698               | 245,843    | - 1.2               | \$7,054,498 | - 3.6               | \$28.70                 | - 2.4               | 41.3                           | - .5                | 69.4                    | - 2.0               |

X Less than .1%.

### Number of Women Wage Earners in Manufacturing

The percentage of women wage earners in North Carolina manufacturing industries increased from 43.4 percent in January to 43.8 percent in February. The survey made by the Division of Statistics covered 1,078 manufacturing establishments employing 223,732 workers—98,051 of these being women.

One hundred and seventy-seven establishments were located in the eastern coastal area and employed 33,447 production workers, 8,563 of these—or 25.6 percent—being women. In January 25.3 percent of the workers in this area were women.

In the piedmont section of the State 755 establishments reported employing 166,357 production workers, 79,892—or 48.0 percent—of these being women workers. In January 48.1 percent of the workers in this area were women.

One hundred and forty-six establishments in the mountain section reported employing 23,928 workers, 9,596—or 40.1 percent—of these being women. In January 38.9 percent of the workers in this area were women.

### Dr. Drinker Studies Textile Dust Control

Dr. Philip Drinker, Department of Industrial Hygiene, Harvard University, spent several days in North Carolina during January and February for the purpose of studying dust control in the cotton textile industry.

Dr. Drinker is one of the best known industrial hygienists in the country and in addition to his duties as an instructor he has for years served as a consultant to industry as well as to government agencies. At this time he is regularly retained as a technical adviser to the Maritime Commission.

During the course of his visit Dr. Drinker studied dust control apparatus or ventilating systems in various firms situated throughout the State. He was accompanied by Labor Commissioner Forrest H. Shuford and L. P. Sorrell, Chief Instructor of the Department of Labor.

Percentage of women workers was highest in the following types of manufacturing: Seamless hosiery, 72.8; flat knit goods, 72.1; stemmeries and redrying plants, 70.5; full-fashioned hosiery, 63.7; iron and steel, 59.3; rayon, 49.7; tobacco products, 48.5; cotton, 45.6; woolen, 42.6.



# Division of Standards and Inspections

## State Inspections

A total of 911 manufacturing, mercantile and service establishments employing 18,393 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations during the month of February by the inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 1,498 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law. Immediate compliance was secured in 1,487 cases.

The violations and compliances were as follows:

|                       | Violations | Compliances |
|-----------------------|------------|-------------|
| Hour Law.....         | 16         | 37          |
| Child Labor.....      | 613        | 683         |
| Time Records.....     | 52         | 38          |
| Drinking Facilities.. | 21         | 20          |
| Sanitation.....       | 115        | 103         |
| Seats.....            | 1          | 2           |
| Safety Code.....      | 396        | 324         |
| Miscellaneous.....    | 284        | 280         |

## Wage-Hour and Public Contracts Inspections

A total of 96 inspections were completed in North Carolina during the month of February, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that eight were operating in compliance with the provisions of the acts, 34 were in violation of record-keeping provisions only, 52 were in violation of minimum or overtime provisions, and two were found not to be covered by the acts.

The review section closed and reported to the national office on 78 cases. Of these six were compliance cases and 72 showed violations. Back wages in the amount of \$27,961.37 were secured for 1,128 employees. The back wages paid by the 41 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of 24 safety and health inspections were made under the Public Contracts Act. Of these 11 establishments were found to be operating in compliance with the State code and 13 were found to be operating in violation of the State code. The injury frequency rate regulations were being violated in nine establishments.

## Safe Elevator Practices

Mr. P. E. Sugg, elevator inspector, reports that one very important safety feature of elevators is so often overlooked: namely, proper access to penthouses and machine rooms. Elevator inspectors spend their time in an effort to prevent an accident to others and in so doing daily risk their lives climbing faulty ladders, prying open trap doors located somewhere in the roof of the building and winding their way in a network of high-voltage electric wires in unlighted penthouses. In many

instances the disconnected switches are in a location inaccessible to the inspector. Safe access should be provided near the elevator by permanent ladder or stairs. In most instances the penthouses of new installations could be extended two feet beyond the line of shaft at the roof in order that a ladder could be located against the wall or hoistway enclosure directly into the trapdoor of the penthouse. The above conditions also apply to maintenance mechanics who have to carry tools and accessories to the penthouse. It is quite noticeable that when elevator machinery is located in safe and convenient places it is usually kept in better condition.

## Safety Conference

Mr. Lewis P. Sorrell, chief inspector, of the North Carolina Department of Labor, attended a conference in Atlanta, Ga., March 16 to discuss the current campaign to reduce accidents in planing mills and wooden container plants. The conference called by Mr. William H. Ivey, regional representative of the National Committee for the Conservation of Manpower in War Industries, was attended by representatives of labor departments in the Southern states and several special agents of insurance companies.

Planing mills, with a frequency rate of 44.2 lost-time injuries per million man-hours of work, compiled one of the ten highest accident records in industry. Wooden container manufacturing plants were even worse with a frequency rate of 48.8.

The North Carolina Department of Labor has assumed the responsibility for a reduction in this drain on our manpower. Expert safety inspectors of the Department will visit each establishment in North Carolina at periodic intervals to offer their services in the establishment and operation of a sound plant program for safety and in the solution of technical safety problems. It is hoped that the injury frequency rate may be reduced by at least one half in the next 90 days and that the establishment of sound safety programs may result in still further reduction in the near future.

## Safety Record

The Ranlo Manufacturing Company has achieved during 1944 a remarkable safety record. Compliments are justly due each of the plants. The Modena Plant operated eleven months without a lost-time accident, and the Ranlo Plant operated 6½ months without a lost-time accident.

On the basis of the man-hours developed during 1944, it would appear that Modena should complete its first million accident-free man-hours on May 1, 1945, and Ranlo should achieve the equivalent of this record by November 1, 1945.

The Department of Labor sincerely hopes that these records may be achieved and extends its congratulations both to the management and to the employees of this organization.

## Prisoner-of-War Labor in North Carolina

According to information received, a war prisoner camp will soon be located near Roanoke Rapids. The pulpwood industry in this section has been experiencing a critical manpower shortage. Bringing a camp to this area will aid materially in getting a vital wartime industry back to full-scale production. At least 250 men will be available as workers when the camp is completed.

In order to make prisoner labor available in areas of manpower shortage without subsidizing the private contractors, the War Department follows the policy of requiring contractors to pay the Treasury Department the same wage rate per unit of work completed by prisoners that would have been paid to free civilians for the same amount of work. Prisoners of war are used only when civilian labor is at a minimum.

A report, released by Headquarters Fourth Service Command, shows that on army posts, where prisoners work in shops, laundries or on the grounds, they worked 1,477,804 man-days with a saving to the government of \$4,953,549.22 during a three-months period.

On private contract work for the same period—gathering crops, pulpwood work and other activities—the prisoners worked 767,873 man-days and showed a profit to the government of \$929,591.82.

To familiarize contractors on the proper procedure to follow in dealing with prisoner workers, copies of instructions have been furnished to them with the following admonishments: do not give prisoners clothing, money or other unauthorized articles; do not allow them to mail letters, cards or packages on your premises, as all prisoner mail, even to persons in the United States, must be censored; do not converse with them except to supervise the work, for if there is an escape the contractor's action may make it appear that he has aided the escape.

## Consolidation of Negro Job Gains and Postwar Employment

The defense and wartime civilian employment of Negroes increased approximately 1,000,000 jobs between April, 1940, and April, 1944, but the consolidation of these Negro gains in the postwar period will be largely dependent upon the maintenance of a high level of postwar employment, says the *Monthly Labor Review*, U. S. Department of Labor publication.

Stating that the employment of Negro men rose from 2,900,000 to 3,200,000 in the four-year period, and the number of employed Negro women increased from 1,500,000 to 2,100,000, the *Review* pointed out that the Negroes' greatest employment advances have been made in precisely those occupations, industries and areas in which postwar adjustment will be most severe.

It should also be noted, says the *Review*, that in those occupations and industries in which the Negro has made his greatest employment advances, he was generally among the last to be hired. Therefore, under seniority rules, he is more likely to be laid off sooner than the average worker. Postwar job prospects for the Negro worker will depend in a large measure upon the volume of employment that then prevails.



## Charlotte Leads in Building Construction

More than 582 thousand dollars worth of building construction was authorized in North Carolina cities during February, 38 percent less than in January when 952 thousand dollars worth was authorized. An increase of approximately 130 percent is noted over February, 1944 when 254 thousand dollars worth of construction was authorized.

During February 313 permits were issued compared with 311 in January and 299 in February, 1944.

Of the total authorized construction in February, \$60,515 is new residential construction; \$274,679 is new nonresidential construction, and \$247,667 is for additions, alterations and repairs.

Charlotte led the cities with authorized construction valued at \$115,967; Kinston was second with \$104,000, and Winston-Salem was third with \$73,258.

## Morehead City Leads Towns

The 21 reporting towns with a population of less than 10,000 reported an estimated expenditure of \$336,705 on building construction during February. Of that sum \$65,250 was for residential, \$239,775 for nonresidential and \$61,680 for additions, alterations and repairs.

Morehead City led the towns, reporting an expenditure of \$240,700. Kings Mountain was second and Clinton was third.

The towns that reported were Asheville, Chapel Hill, Cherryville, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Monroe, Mooresville, Morehead City, Mount Airy, North Wilkesboro, Oxford, Rockingham, Southern Pines, Spindale and Williamston.

Recent visitors to the Division of Statistics of the Department of Labor were Mr. W. W. Schneider, Bureau of Labor Statistics, United States Department of Labor, Washington, D. C., and Mr. Cochran, Regional Office, Bureau of Labor Statistics, Atlanta, Ga. They discussed with the Commissioner of Labor plans for the development of employment statistics in North Carolina.

## February Child Labor Report

A total of 3,534 certificates were issued during February for the employment of minors in North Carolina. This number shows a decrease from the January figure which was 4,089. Of the total certificates issued in February 2,611 were issued to boys and 923 to girls.

Minors 16 and 17 years of age received 2,902 permits. Of this number 1,777 were issued for minors entering full-time employment for the first time—1,279 boys and 498 girls. Manufacturing industries employed 1,316 of these minors, 984 of the number being boys and 332 girls. Construction industries employed 27 and 434 received certificates for employment in non-manufacturing industries.

Minors 14 and 15 years of age received 614 permits for employment, 449 of these being boys and 165 girls. Eighteen boys 12 and 13 years of age were certified for employment as newsboys.

Following an accident on one of the elevators at the Marion Manufacturing Company in Marion, N. C., George Brian, a loom fixer, designed a safety device which would make a recurrence of this accident impossible.

The management of this establishment is proud of the interest of this employee in the plant's safety program. Such a program succeeds only to the extent that management and labor cooperate.

## Type of February Building Construction in 26 Reporting Cities

| Type of Building   | Buildings for Which Permits Were Issued |                  |
|--|---|------------------|
|  | No.                                     | Cost             |
| <b>RESIDENTIAL BUILDINGS:</b>  |   |                  |
| One-family dwellings .....   | 25                                      | \$ 54,815        |
| Two-family dwellings .....   | 2                                       | 4,800            |
| Lodginghouses .....  | 1                                       | 900              |
| <b>TOTAL.....</b>  | <b>28</b>                               | <b>\$ 60,515</b> |
| <b>NONRESIDENTIAL BUILDINGS:</b>                                     |   |                  |
| Churches .....   | 1                                       | 10,000           |
| Factories, bakeries, ice plants, laundries and other workshops ..... | 5                                       | 51,324           |
| Garages, public .....  | 2                                       | 4,000            |
| Garages, private (when separate from dwelling) .....                 | 11                                      | 3,315            |
| Institutions (include hospitals, asylums, etc.) .....                | 1                                       | 31,000           |
| Office buildings, including banks .....                              | 2                                       | 17,500           |
| Schools .....  | 1                                       | 93,000           |
| Sheds, poultry houses, contractors' temporary office, etc. ....      | 10                                      | 4,850            |
| Stables and barns .....  | 3                                       | 285              |
| Stores and other mercantile buildings .....                          | 19                                      | 55,905           |
| All other nonresidential .....                                       | 1                                       | 3,500            |
| <b>TOTAL.....</b>  | <b>56</b>                               | <b>\$274,679</b> |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                           |   |                  |
| Housekeeping dwellings .....   | 158                                     | 71,167           |
| Nonhousekeeping dwellings .....                                      | 3                                       | 15,800           |
| On nonresidential buildings .....                                    | 68                                      | 160,700          |
| <b>TOTAL.....</b>  | <b>229</b>                              | <b>\$247,667</b> |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES FEBRUARY, 1944 AND FEBRUARY, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---|---------------------|------------|-------------------|----------------|------------|-------------------|
|   | Feb., 1944          | Feb., 1945 | Percentage Change | Feb., 1944     | Feb., 1945 | Percentage Change |
| Total.....                              | 299                 | 313        | + 4.7             | \$254,074      | \$582,861  | +129.4            |
| Residential buildings.....              | 8                   | 28         | +250.0            | 6,150          | 60,515     | +884.0            |
| Nonresidential buildings.....           | 45                  | 56         | + 24.4            | 100,171        | 274,679    | +174.2            |
| Additions, alterations and repairs..... | 246                 | 229        | - 6.9             | 147,753        | 247,667    | - 67.6            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JANUARY, 1945 AND FEBRUARY, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---|---------------------|------------|-------------------|----------------|------------|-------------------|
|   | Jan., 1945          | Feb., 1945 | Percentage Change | Jan., 1945     | Feb., 1945 | Percentage Change |
| Total.....                              | 311                 | 313        | + .6              | \$952,174      | \$582,861  | -38.8             |
| Residential buildings.....              | 28                  | 28         | no ch.            | 70,188         | 60,515     | -13.8             |
| Nonresidential buildings.....           | 58                  | 56         | - 3.4             | 508,772        | 274,679    | -46.0             |
| Additions, alterations and repairs..... | 225                 | 229        | + 1.8             | 373,214        | 247,667    | -33.6             |

## SUMMARY OF JANUARY, 1945 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of February, 1944 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |            |
|---------------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|------------|
|                     |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            |                              |            |                                    |            |   |            |
|                     |                  |                      | Feb., 1944                | Feb., 1945 | Feb., 1944   | Feb., 1945 | Feb., 1944                   | Feb., 1945 | Feb., 1944                         | Feb., 1945 | Feb., 1944                              | Feb., 1945 |
| Total.....          | 27               | \$59,615             | \$6,150                   | \$60,515   | 8            | 29         | \$100,171                    | \$274,679  | \$147,753                          | \$247,667  | \$254,074                               | \$582,861  |
| Asheville.....      | 2                | 2,500                | 200                       | 2,500      | 1            | 2          | 25                           | 700        | 10,463                             | 23,635     | 10,688                                  | 26,835     |
| Burlington.....     |                  |                      |                           |            |              |            |                              |            |                                    |            |   |            |
| Charlotte.....      | 3                | 10,500               |                           | 10,500     |              | 3          | 2,500                        | 70,500     | 30,603                             | 34,967     | 33,103                                  | 115,967    |
| Concord.....        |                  |                      |                           |            |              |            |                              | 3,500      | 3,700                              | 4,500      | 3,700                                   | 8,000      |
| Durham.....         | 1                | 4,990                |                           | 4,990      |              | 1          | 950                          | 10,424     | 9,690                              | 5,265      | 10,640                                  | 20,679     |
| Elizabeth City..... | 2                | 1,150                |                           | 1,150      |              | 2          | 1,800                        | 250        | 1,375                              | 265        | 3,175                                   | 1,665      |
| Fayetteville.....   | 2                | 600                  | 600                       | 600        | 3            | 2          | 3,845                        | 15,200     | 2,385                              | 1,900      | 6,830                                   | 17,700     |
| Gastonia.....       | 2                | 1,600                |                           | 1,600      |              | 2          |                              | 1,000      | 800                                |            | 800                                     | 2,600      |
| Goldsboro.....      | 2                | 2,200                | 2,950                     | 2,200      | 3            | 2          | 13,294                       | 900        | 1,050                              | 17,000     | 17,294                                  | 20,100     |
| Greensboro.....     | 2                | 5,000                |                           | 5,000      |              | 2          | 800                          | 1,350      | 4,378                              | 11,330     | 5,178                                   | 17,680     |
| Greenville.....     |                  |                      |                           |            | 3            |            |                              | 2,925      | 300                                | 75         | 300                                     | 3,000      |
| Hickory.....        |                  |                      |                           |            |              |            |                              |            | 150                                | 12,000     | 150                                     | 12,000     |
| High Point.....     |                  |                      |                           |            |              |            | 1,460                        | 375        | 15,279                             | 5,131      | 16,739                                  | 5,506      |
| Kinston.....        | 4                | 6,100                |                           | 6,100      |              | 6          | 525                          | 97,900     | 14,000                             |            | 14,525                                  | 104,000    |
| Lexington.....      |                  |                      |                           |            |              |            |                              | 575        | 2,000                              | 22,000     | 2,000                                   | 22,575     |
| New Bern.....       | 1                | 275                  |                           | 275        |              | 1          | 550                          |            | 3,730                              | 18,380     | 4,280                                   | 18,655     |
| Raleigh.....        |                  |                      |                           |            |              |            | 46,724                       | 200        | 275                                | 1,400      | 46,999                                  | 1,600      |
| Reidsville.....     |                  |                      |                           |            |              |            |                              |            |                                    | 1,700      |   | 1,700      |
| Rocky Mount.....    |                  |                      |                           |            |              |            |                              |            | 2,500                              | 1,250      | 2,500                                   | 1,250      |
| Salisbury.....      |                  |                      |                           |            |              |            |                              |            | 9,630                              | 900        | 27,630                                  | 900        |
| Shelby.....         |                  |                      |                           |            |              |            | 18,000                       | 25,250     | 400                                | 3,000      | 400                                     | 28,250     |
| Statesville.....    | 2                | 1,750                |                           | 1,750      |              | 2          |                              | 29,500     |                                    |            |   | 31,250     |
| Thomasville.....    |                  |                      |                           |            |              |            |                              | 180        | 1,900                              |            | 1,900                                   | 180        |
| Wilmington.....     |                  |                      | 2,400                     | 900        | 1            |            | 2,000                        | 12,125     | 13,500                             | 19,386     | 17,900                                  | 32,411     |
| Wilson.....         |                  |                      |                           |            |              |            | 7,000                        | 1,300      | 4,350                              | 13,800     | 11,350                                  | 15,100     |
| Winston-Salem.....  | 4                | 22,950               |                           | 22,950     |              | 4          | 698                          | 525        | 15,295                             | 49,783     | 15,993                                  | 73,258     |



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# North Carolina Labor and Industry

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No. 5

## Opportunity for Labor Movement Service Is Seen by Secretary of Labor

"The labor movement, today, has perhaps the greatest opportunity for service that has ever been offered to any such group organization," the 1944 Annual Report of the Secretary of Labor says, and it adds: "No one fails to see certain defects, certain neglects, certain missed opportunities for service.

"The days of intense warfare between the labor unions and employers have passed and we are on the verge of a period of mutual cooperation. Labor in the United States has a status today never before enjoyed in any nation in the world. This status rests partly on public laws passed by the concurrence of all groups of people and various political and economic groups. The next decade or two in the life of the labor movement should be devoted to development of a program of public service. Service first to the working people of the country through representation whether members or not; second, to industry by cooperation with industrial leadership for the expansion of production to maximum production, and for developing and establishing maximum and steady employment for all workers, for stabilizing employment by stabilizing the industrial economy and for improving the standards of living of the people generally by better wages and reasonable prices in the mass production industries; for cooperating with employers also in the improvement of working conditions generally in the safety and sanitary features as well as the comfort and convenience features of modern industrial life, and above all, by setting up in mutuality and cooperation programs of relationships within industry which will prevent strikes and lock-outs. The right to strike is a precious defensive weapon but the effort should be to develop an orderly pattern based on justice and realistic knowledge of industrial and economic facts so that like many another old-fashioned weapon the strike, too, can be put 'unloaded' behind the door and not used. This means, of course, the establishment of a pattern of direct negotiations between employers and workers, honest exchange of pertinent information, assistance by government conciliation where necessary, orderly intervention in the form of mediation, voluntary arbitration of disputed points and final recourse to fact-finding boards or panels with powers of recommendation but not of enforcement.

"This ought to be adequate as a pattern and a procedure but the spirit and intention which will make such a pattern successful must spring from the minds of the working people and the employers.

"In the immediate future after the war there will be need for a closer relationship and interlocking of government labor functions. The various ministerial functions having to do with labor which are now exercised in a variety of agencies of the government should be consolidated, harmonized, retained, or discarded as need may indicate within the United States Department of Labor after the war. Many of these are in the emergency agencies of government serving special functions which will not be retained after the war. Such functions of the War Manpower Commis-

### N. C. Ship Building Co. Sets New Safety Record

When the U. S. S. Paricutin hit the water the North Carolina Shipbuilding Company, located at Wilmington, N. C., set a new safety record. This ship or hull No. 199 was completed from keel laying to launching without a single lost-time accident and consumed a total of 365,897 direct man-hours.

Considering the very hazardous type of construction, this is a remarkable feat and congratulations are in order for Mr. C. B. Yearout, safety engineer of the company, and to his entire safety organization.

This is an excellent example of results that can be obtained from a well-directed safety organization, plus full cooperation from all personnel, especially the foremen who are the key men in any safety program.

sion as the Employment Service. Apprenticeship and Occupational Training should be transferred to the Department of Labor upon necessary break-up of that organization. Such functions of the War Production Board as labor planning for production should also be transferred to the Department of Labor.

"Constant forward steps must be taken in the next ten years on a well-conceived program of social security. The Social Security Act should be expanded to cover all workers, to provide a better level or a longer period of income under employment insurance and old-age insurance. We should in the next few years study the whole question of how to provide under social security techniques and out of social security funds what are known as 'facilities' as distinct from cash for the care of such aged as need care, facilities for the sick and convalescent, and the crippled, and facilities for dependent or crippled

## North Carolina Takes Another Forward Step

North Carolina takes still another step which places it among the states in a position for leadership in child labor legislation. North Carolina is one of the thirteen states which rule against employment during school hours of minors under 16 years of age. With the adoption by the General Assembly of 1945 of an amendment to the compulsory school attendance law, North Carolina will become on July 1, 1946, one of the few states which have a 16 year compulsory school attendance law and 16 year full-time employment law. The amendment provides that during the twelve months following July 1, 1945, children

(Continued on page two)

pled or blind children and even facilities for the temporarily unemployed in periods of transition or when moving around the country in search of a proper job.

"The labor movement and the Labor Department must study and be prepared to take part in a variety of experiments for improved housing for different types of communities, climates and family groups. This ought to be one of the great war projects in which the labor movement can participate with all other elements in the community. The improvement of the standards of living by greater knowledge of nutritional values, by cooperation with agriculture in the production and preserving and distribution of adequate food supplies is another extremely important item of participation in which the labor groups and Labor Department can participate with other public bodies.

"The labor movement should also study the most practical and important aspects of adult education and of the education and training for work. It is essential for the advance of labor and an improved standard of living that we maintain high production levels to keep our people employed at good wages so that they may buy not only the products of our industry but the raw materials and products of other countries; that we develop trade with the whole world on a reasonable basis, so that we may raise our own standards of living and at the same time assist others in improving their standards of living. We can thus contribute economically as well as spiritually to a permanent world peace, and think of wages and income as purchasing power—as a market which will bring about a balanced economy and serve as an opportunity for true social security and true cooperation.

"The core of our policy, both domestic and foreign, so far as labor is concerned, is expressed in that slogan which the International Labor Organization adopted in the Philadelphia declaration, 'poverty anywhere is a menace to prosperity and civilization everywhere.'"



# NORTH CAROLINA Labor and Industry

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## Number of Women Production Workers In Manufacturing

The percentage of women production workers in North Carolina manufacturing industries increased slightly between February and March, rising from 43.4 percent to 44.0 percent. The survey made by the Division of Statistics covered 1,176 manufacturing establishments employing 238,343 production workers—104,979 of these being women.

Two hundred and two establishments located in the eastern coastal area employed 34,329 production workers, 9,103, or 26.5 percent, of these being women. This represents an increase over February when 25.6 percent of the production workers were women.

Eight hundred and twenty-seven establishments in the piedmont area reported employing 176,953 production workers, 85,016, or 48.0 percent, were women. The same percentage of women production workers was reported by this area for February.

In the mountain section 147 firms reported employing 27,061 production workers, 10,860, or 40.1 percent, being women. This area reported the same percentage of women workers for February.

The percentage of women workers was highest in the following manufacturing industries: seamless hosiery, 72.9 percent; flat knit products, 72.0 percent; stemmeries and redrying plants, 69.4 percent; paper boxes, 58.6 percent; iron and steel group, 57.5 percent; rayon goods, 50.1 percent; tobacco products, 48.1 percent; cotton goods, 46.4 percent; woolen mills, 42.7 percent; dyeing and finishing, 33.1 percent; food and kindred products, 28.7 percent; furniture, mattresses and bed springs, 23.7 percent.

## Employment and Pay Rolls March, 1945

For the second successive month employment in North Carolina industries decreased. Pay rolls, average weekly earnings and average hours worked increased while average hourly earnings remained the same.

The March report covers 1,931 firms employing 263,368 workers as compared with 267,158 in February—a decline of 1.4 percent. Pay rolls totaled \$7,639,203 per week in March as compared with \$7,618,304 in February—an increase of 0.3 percent. Man-hours worked in March were 11,022,862 per week as compared with 10,989,284 in February—an increase of 0.3 percent.

The average hours worked per week by each employee were 41.9 in March and 41.1 in February, showing an increase of 1.9 percent. Average weekly earnings in March came to \$29.01, a percentage increase of 1.7 compared with \$28.52 earned

## Employment and Payrolls for North Carolina

Prepared by Statistical Division

March, 1945 Compared with February, 1945

| INDUSTRIES   | No. Firms Reporting | EMPLOYMENT |                     | PAY ROLLS   |                     | AVERAGE WEEKLY EARNINGS |                     | AVERAGE HOURS PER WEEK PER MAN |                     | AVERAGE HOURLY EARNINGS |                     |
|--|---------------------|------------|---------------------|-------------|---------------------|-------------------------|---------------------|--------------------------------|---------------------|-------------------------|---------------------|
|  |                     | Number     | % Change Over Month | Amount      | % Change Over Month | Amount                  | % Change Over Month | Amount                         | % Change Over Month | Amount                  | % Change Over Month |
| Manufacturing Total.....                           | 1,202               | 249,287    | -1.6                | \$7,314,453 | +.2                 | \$29.34                 | +1.8                | 41.9                           | +1.9                | 70.0                    | no ch.              |
| Brick, Tile, Terra Cotta.....                      | 11                  | 554        | -1.4                | 13,720      | +2.2                | 24.77                   | +3.7                | 43.6                           | +3.3                | 56.9                    | +.5                 |
| Cotton Goods.....                                  | 306                 | 107,155    | -1.0                | 2,930,137   | +1.3                | 27.34                   | +2.3                | 42.8                           | +2.6                | 63.9                    | -.2                 |
| Cottonseed Oil.....                                | 12                  | 701        | +.7                 | 18,448      | -.8                 | 26.32                   | -1.5                | 50.0                           | -1.4                | 52.7                    | no ch.              |
| Dyeing and Finishing.....                          | 17                  | 4,050      | -1.5                | 114,245     | -1.3                | 28.21                   | +.3                 | 41.6                           | +.7                 | 67.8                    | +.4                 |
| Fertilizer.....                                    | 39                  | 2,036      | +2.4                | 54,355      | +3.0                | 26.70                   | +.6                 | 45.1                           | +.4                 | 59.2                    | +.2                 |
| Food and Kindred Products.....                     | 183                 | 4,611      | +1.1                | 119,746     | +2.2                | 25.97                   | +1.1                | 44.8                           | +.7                 | 57.9                    | +.2                 |
| Furn., Bedsprings & Mattresses....                 | 82                  | 12,425     | -1.2                | 307,351     | -.3                 | 24.74                   | +1.0                | 40.6                           | +.7                 | 61.0                    | +.3                 |
| Hosiery, Full-fashion.....                         | 58                  | 12,434     | -1.0                | 380,524     | -2.1                | 30.60                   | -1.1                | 36.5                           | -.8                 | 83.8                    | -.4                 |
| Hosiery, Seamless.....                             | 120                 | 14,506     | -.6                 | 321,189     | -1.0                | 22.14                   | -.4                 | 35.8                           | -.8                 | 61.8                    | +.3                 |
| Iron and Steel Group.....                          | 18                  | 8,136      | -7.4                | 276,376     | -7.4                | 33.97                   | -.1                 | 45.7                           | -.4                 | 74.3                    | +.3                 |
| Knit Goods, Flat.....                              | 10                  | 4,507      | X                   | 114,196     | -1.3                | 25.34                   | -1.3                | 41.1                           | -.5                 | 61.7                    | -.6                 |
| Lumber, including planing mills....                | 61                  | 4,355      | -1.8                | 115,724     | +4.2                | 26.57                   | +6.1                | 46.1                           | +4.8                | 57.6                    | +1.2                |
| Machinery Group.....                               | 47                  | 2,640      | -.1                 | 106,428     | -3.9                | 40.31                   | -3.8                | 46.6                           | -2.1                | 86.6                    | -1.6                |
| Paper Boxes.....                                   | 18                  | 862        | -1.6                | 21,476      | +1.2                | 24.91                   | +2.8                | 41.4                           | +1.7                | 60.1                    | +1.0                |
| Pulp and Paper Mills.....                          | 6                   | 4,261      | X                   | 167,825     | +1.0                | 39.39                   | +1.1                | 45.3                           | +.7                 | 86.9                    | +.3                 |
| Printing and Publishing.....                       | 26                  | 719        | -1.0                | 25,871      | +1.2                | 35.98                   | +2.2                | 38.9                           | +1.0                | 92.4                    | +1.1                |
| Rayon Goods.....                                   | 22                  | 7,711      | -1.3                | 217,392     | -1.1                | 28.19                   | +.2                 | 42.3                           | +.5                 | 66.7                    | -.3                 |
| Stemmeries & Redrying Plants.....                  | 26                  | 10,689     | -7.9                | 231,934     | -5.3                | 21.70                   | +2.8                | 38.1                           | +.5                 | 57.0                    | +2.3                |
| Tobacco Products.....                              | 8                   | 13,233     | -1.6                | 425,200     | +.4                 | 32.13                   | +2.1                | 41.6                           | +1.0                | 77.3                    | +1.3                |
| Woolen Mills.....                                  | 8                   | 4,126      | -.2                 | 119,823     | -.7                 | 29.04                   | -.9                 | 43.0                           | +.5                 | 67.5                    | +.4                 |
| Other Industries.....                              | 124                 | 29,576     | -1.9                | 1,232,493   | +1.7                | 41.28                   | +2.8                | 42.6                           | +5.2                | 97.7                    | -1.5                |
| Nonmanufacturing Total.....                        | 729                 | 14,081     | +1.7                | \$ 324,750  | +1.6                | \$23.06                 | -.1                 | 41.0                           | no ch.              | 56.3                    | no ch.              |
| Retail.....  | 434                 | 7,858      | +2.9                | 151,493     | +1.0                | 19.28                   | -1.8                | 36.4                           | -.8                 | 53.0                    | -.9                 |
| Wholesale.....                                     | 176                 | 2,103      | +1.2                | 80,710      | +.5                 | 38.38                   | -.7                 | 45.0                           | -.2                 | 85.3                    | -.4                 |
| Laundries, Dyeing and Cleaning....                 | 34                  | 1,592      | -.3                 | 30,111      | +3.9                | 18.91                   | +4.2                | 49.2                           | +.6                 | 38.4                    | +3.5                |
| Mines and Quarries.....                            | 29                  | 648        | +1.1                | 17,129      | +12.3               | 26.43                   | +11.1               | 44.9                           | +8.7                | 58.8                    | +2.1                |
| Public Utilities.....                              | 37                  | 852        | +.6                 | 29,292      | -.1                 | 34.38                   | -.7                 | 46.5                           | no ch.              | 74.0                    | -.7                 |
| Hotels.....  | 19                  | 1,028      | -1.2                | 16,015      | +1.8                | 15.58                   | +3.0                | 48.1                           | +1.7                | 32.4                    | +1.3                |
| Total, All Manufacturing and Nonmanufacturing..... | 1,931               | 263,368    | -1.4                | \$7,639,203 | +.3                 | \$29.01                 | +1.7                | 41.9                           | +1.9                | 69.3                    | no ch.              |

X Less than .1%.

in February. The average hourly earnings in March remained the same as in February, 69.3 cents.

The number of workers in the 1,202 manufacturing plants reporting came to 249,287 in March and 253,315 in February, a decrease of 1.6 percent. Manufacturing pay rolls totaled \$7,314,453 in March, 0.2 percent more than the \$7,298,770 earned in February. Average hours worked in March amounted to 10,445,746 which was a percentage increase of 0.2 above February which had 10,422,103 working hours. Weekly earnings averaged \$29.34 in March, or 1.8 percent more than in February when weekly earnings came to \$28.81. Hourly average earnings remained the same in March as in February, 70.0 cents. Average hours worked in March were 41.9 and in February 41.1, a change of 1.9 percent.

The nonmanufacturing industries employed a total of 14,081 employees in March compared with 13,843 in February, which was a 1.7 percent increase. Pay rolls totaled \$324,750 in March, 1.6 percent more than the \$319,534 paid in February. Hours worked in March came to 577,116; in February 567,181, an increase of 1.8 percent in the hours worked in March. Average weekly earnings were lower in March with \$23.06 earned compared with \$23.08 earned in February, a decrease of 0.1 percent. Average hours worked—41.0—and average hourly earnings—56.3 cents—showed no change in March as compared with February.

Average hourly earnings reported by the various industries were as follows:

Manufacturing: Printing and publishing, 92.4 cents; pulp and paper mills, 86.9 cents; machinery group, 86.6 cents; full-fashioned hosiery, 83.8 cents; tobacco products, 77.3 cents; iron and steel group, 74.3 cents; dyeing and finishing, 67.8 cents; woolen mills, 67.5 cents; rayon

goods, 66.7 cents; cotton goods, 63.9 cents; seamless hosiery, 61.8 cents; flat knit products, 61.7 cents; furniture, bed springs and mattresses, 61.0 cents; paper boxes, 60.1 cents; fertilizer, 59.2 cents; food and kindred products, 57.9 cents; lumber, including planing mills, 57.6 cents; stemmeries and redrying plants, 57.0 cents; brick, tile, terra cotta, 56.9 cents; cottonseed oil, 52.7 cents.

Nonmanufacturing: Wholesale, \$5.3 cents; public utilities, 74.0 cents; mines and quarries, 58.8 cents; retail, 53.0 cents; laundries, dyeing and cleaning, 38.4 cents; hotels, 32.4 cents.

## NORTH CAROLINA TAKES ANOTHER FORWARD STEP

(Continued from page one)

between the ages of seven and fifteen shall attend school and between seven and sixteen thereafter. For the duration of and six months after World War II, children living on farms or working in commercial fishing or fisheries are exempted and the superintendent may excuse any male child 14 to 16 for employment permitted by the labor laws of this State.

Through the depression years when children stayed in school because there were no jobs for them, the fact that children could go to work legally at 14 in most states was forgotten. After the passage of the Fair Labor Standards Act with its 16-year limit for interstate commerce industries, the impression was general that child labor was a thing of the past. Since 1940, the war has provided ample evidence that when jobs are plentiful hundreds of thousands of 14- and 15-year-old children can and do leave school for work. Nevertheless, the rapid increase in the number of working children of this age came as a surprise to many people who

(Continued on page three)



# Division of Standards and Inspections

## State Inspections

During the month of March, 1945, a total of 903 manufacturing, mercantile and service establishments employing 24,204 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations.

A total of 1,404 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law were reported by the inspectors. Immediate compliance was secured in 1,272 cases.

The violations were as follows:

|                             |      |
|-----------------------------|------|
| Hour Law.....               | 54   |
| Child Labor.....            | 731  |
| Time Records.....           | 54   |
| Drinking Facilities.....    | 17   |
| Sanitation.....             | 68   |
| Seats.....                  | none |
| Safety Code Violations..... | 257  |
| Miscellaneous.....          | 223  |

## Wage-Hour and Public Contract Inspections

A total of 111 inspections were completed in North Carolina during the month of March, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that 21 were operating in compliance with the provisions of the acts, 29 were in violation of record-keeping provisions only, 56 were in violation of minimum wage or overtime provisions, and four were found not to be covered by the acts.

The review section closed and reported to the national office on 109 cases. Of these 20 were compliance cases and 89 showed violations. Back wages in the amount of \$22,168.78 were secured for 734 employees. The back wages paid by the 44 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of 34 safety and health inspections were made under the Public Contracts Act. Of these 25 establishments were found to be operating in compliance with the State code and nine were found to be operating in violation of the State code. The injury frequency rate regulations were being violated in nine establishments.

## NORTH CAROLINA TAKES ANOTHER FORWARD STEP

(Continued from page two)

were not aware that the state compulsory education laws are still full of exceptions which permit full-time employment under 16. In North Carolina since 1936, the child labor laws have prohibited the full-time employment of minors under 16 years of age with a few rare exceptions.

Democracy, more than any other form of government, requires educated citizens. The casualties, among young men on the fighting fronts, plus the casualties on the home front of children whose education has been broken off for work, will leave the country badly handicapped in taking its place of leadership in the post-war world. It will be reckless indeed not to increase the educational equipment of the young people still in school on whom the responsibilities for intelligent democratic action will fall. That the winning of a two front war will strain the resources of the coun-

try to the utmost is only too clear at the present time. Immediate upward revisions of child labor standards which would further reduce manpower would have little chance of adoption in any state. However, action in 1945, such as was taken by the North Carolina General Assembly, with an effective date delayed until after the termination of hostilities, has enough chances of success to justify concerted effort to achieve it in as many states as possible. There is active public concern about the extent to which children leave school for work. Not only labor, but employers as well, are aware that adults must have the first lien on jobs after the war. Never before has active concern about the extent of child labor coincided with such widespread realization that children must be kept out of competition with adults when employment falls off. Even if we are successful in achieving "full employment" after the war, nobody visualizes a full employment program as one which would include 14- and 15-year-old children. If they are permitted to enter the labor market through failure to raise the minimum age for employment in state child labor laws, their contribution to postwar employment will be to undercut adult wages. It does not take profound wisdom or foresight to decide now that children under 16 are one element that can and should be eliminated from a possible labor surplus in the future.

Regardless of the limited job future of most children who leave school at 14, many children have preferred to take their chances as wage earners than to remain in school because school has failed to interest them. This poses a real problem for the schools for they will have to find ways to make the additional two years interesting and profitable. It will mean more individual work, more varied curricula and possibly more work experience under school supervision. There may have to be special procedures for the small number of children for whom further education as regularly prescribed is not beneficial but large majority can profit from two more years of education if programs which meet their needs and interests are provided. American ingenuity should be equal to the task of giving children under 16 an education experience from which they and the country can benefit.

## Walling Speaks to Inspectors Of the Department of Labor

L. Metcalfe Walling of Washington, administrator of the Wage-Hour and Public Contracts Division of the U. S. Department of Labor, was the featured speaker at an all-day meeting at the Sir Walter of the inspectors of the State Department of Labor. Mr. Walling pointed out that restitution of illegally withheld wages in North Carolina due under the Federal Wage-Hour and Public Contracts acts has increased by almost half in the first eight months of the current fiscal year over the entire year ended last June 30. Noting that almost two fifths of the monetary violations of these laws in North Carolina involved failure to pay a minimum hourly wage of 40 cents, Walling stated: "These figures should bring home sharply to the people of North Carolina the fact that everyone in this nation is not making 'big money' in spite of the talk about high

## MONTHLY REPORT Veterans' Service Division

FRANK M. SASSER, Service Officer

### MARCH, 1945

|                                       |             |
|---------------------------------------|-------------|
| Letters written .....                 | 1,332       |
| Folders reviewed .....                | 414         |
| Examinations secured .....            | 23          |
| Hospitalizations.....                 | 27          |
| Personal interviews .....             | 808         |
| Appearances before rating board ..... | 341         |
| New cases .....                       | 486         |
| Old cases .....                       | 951         |
| Total cases .....                     | 1,437       |
| Pensions.....                         | 161         |
| Compensations .....                   | 130         |
| Increased benefits .....              | \$14,247.12 |
| Back benefits .....                   | \$22,053.18 |
| Insurance benefits .....              | \$18,000.00 |
| Total benefits .....                  | \$54,300.30 |

A total of \$54,300 in pensions, compensations and other benefits secured for veterans and their families during the month of March was reported by the Veterans' Service Division of the State Department of Labor. This is an increase of \$8,022 over the amount received in February.

The division handled a total of 1,437 cases during the month, conducted 808 personal interviews, arranged hospitalization for 27 veterans and obtained pensions for 161 others.

The Veterans' Division has offices in Asheville, Charlotte, Greensboro, Raleigh and Greenville. These offices are prepared to render every possible assistance to all veterans, and to aid widows and orphans of veterans in establishing any claims they may have under Federal and State laws.

wartime wages. It is a sad commentary on this so-called 'boom' when thousands of people can't even make \$16 for a 40-hour week."

Walling released figures showing that 400 North Carolina establishments paid \$330,000 to 11,000 underpaid employees in restitution payments in the eight months ending February 28—an increase of more than \$100,000 over the \$225,000 paid out during the 1944 fiscal year to 9,000 workers in 400 establishments.

"Yet employers go right on paying less than the minimum wages of 40 cents and sometimes even less than 30 cents up until recently," Walling said. "In these days of higher prices especially, I believe the American people have very little sympathy with employers who try to cut corners and chisel on their competitors by attempting to undercut the minimum wage of only \$16 for a 40-hour week. Enforcement and more enforcement is the only way some of the offenders can be brought into line. By now they know about the law, or should know about it, and they deliberately violate it in the hope that they will not be caught. Vigorous and adequate enforcement is the only means by which we can assure the lowest-paid workers the modest minimum standard of decency which Congress set for them more than six years ago."

Mr. Walling called on Governor Cherry on Monday and later attended a luncheon given by the division heads of the State Department of Labor.

At the afternoon session of the inspectors' meeting, the speakers were W. S. Tyson of Washington, assistant solicitor of the U. S. Department of Labor; John R. Dille of New York, director of the Field Operations Branch of the Wage-Hour and

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## Winston-Salem Leads Cities In Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during March was 67.9 percent above that of March, 1944, and 21.3 percent above that of February, 1945.

Last year during the month of March a total of 445 permits were issued and 557 for this year for the month of March. In February, 1945, 313 permits were issued compared with 557 for March of this year, which makes an increase of 78.0 percent.

The total amount spent for construction was \$706,948. Of this amount \$179,890 was for residential buildings, \$268,350 for non-residential buildings and \$258,708 for additions, alterations and repairs.

Winston-Salem led the cities with Charlotte second and Durham third.

## Edenton Leads Towns

The reporting towns with population of less than 10,000 reported an estimated expenditure of \$112,191 on building construction during March. Of this amount \$44,050 was for residential buildings, \$47,185 for nonresidential buildings, and \$20,956 for additions, alterations and repairs.

Edenton led the towns with an expenditure of \$23,850. Morehead City was second and Forest City was third.

The towns that reported were Asheboro, Canton, Chapel Hill, Cherryville, Clinton, Graham, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Monroe, Mooresville, Morehead City, Morganton, Mount Airy, Roanoke Rapids, Southern Pines, Spindale and Williamston.

## March Report On Child Labor

Employment of minors under 18 years of age increased in North Carolina during March. Certificates were issued to 4,105 minors in March as compared with 3,534 in February. These figures represent an increase of 16.2 percent between February and March and an increase of 6.2 percent over March, 1944, when 3,865 certificates were issued.

Of the 4,105 certificates issued in March

2,817—or 68.6 percent—were issued to boys and 1,288—or 31.4 percent—to girls.

Certificates were issued in March to 3,248 minors aged 16 and 17; of these 2,281 were issued to boys and 967 to girls. Employment of these minors was distributed among industry as follows: Manufacturing, 2,040; nonmanufacturing, 1,131, and construction, 77.

A total of 857 minors under 16 years of age obtained employment certificates during the month.

## WALLING SPEAKS TO INSPECTORS OF DEPARTMENT OF LABOR

(Continued from page three)

Public Contracts Division of the U. S. Department of Labor; and Bruce Breene of Washington, industrial economist of the U. S. Department of Labor.

On Monday evening Mrs. Pauline Horton, local Federal Representative of the Wage-Hour Administration, entertained the visitors at a buffet supper. Walling, State Commissioner Forrest H. Shuford, and State AFL President C. A. Fink of Salisbury participated in a broadcast over WPTF and Walling later addressed an AFL meeting in Durham.

On Tuesday Morning Walling inspected the Raleigh Wage-Hour office and then left for Greensboro where he was scheduled to address a luncheon meeting of the Manufacturers' Division of the Chamber of Commerce. From there he went to Charlotte to speak before members of the CIO.

## Type of March Building Construction In 26 Reporting Cities

| Type of Building   | Buildings for Which Permits Were Issued |                  |
|--|---|------------------|
|  | No.                                     | Cost             |
| <b>RESIDENTIAL BUILDINGS:</b>  |   |                  |
| One-family dwellings .....   | 49                                      | \$178,090        |
| Two-family dwellings .....   | 1                                       | 1,800            |
| <b>TOTAL.....</b>  | <b>50</b>                               | <b>\$179,890</b> |
| <b>NONRESIDENTIAL BUILDINGS:</b>                                     |   |                  |
| Amusement and recreation places ....                                 | 2                                       | \$ 400           |
| Churches.....  | 3                                       | 26,500           |
| Factories, bakeries, ice plants, laundries and other workshops ..... | 3                                       | 8,450            |
| Garages, public .....  | 12                                      | 115,325          |
| Garages, private (when separate from dwelling) .....                 | 16                                      | 3,460            |
| Gasoline and service stations .....                                  | 1                                       | 200              |
| Institutions (include hospitals, asylums, etc.) .....                | 1                                       | 45,000           |
| Office buildings, including banks .....                              | 2                                       | 4,400            |
| Schools.....   | 4                                       | 29,825           |
| Sheds, poultry houses, contractors' temporary offices, etc. ....     | 10                                      | 1,290            |
| Stables and barns .....  | 2                                       | 200              |
| Stores and other mercantile buildings .....                          | 27                                      | 32,260           |
| All other nonresidential .....                                       | 4                                       | 1,040            |
| <b>TOTAL.....</b>  | <b>87</b>                               | <b>\$268,350</b> |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                           |   |                  |
| Housekeeping dwellings .....   | 320                                     | \$107,646        |
| Nonhousekeeping dwellings .....                                      | 20                                      | 15,843           |
| On nonresidential buildings .....                                    | 80                                      | 135,219          |
| <b>TOTAL.....</b>  | <b>420</b>                              | <b>\$258,708</b> |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MARCH, 1944 AND MARCH, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---|---------------------|------------|-------------------|----------------|------------|-------------------|
|   | Mar., 1944          | Mar., 1945 | Percentage Change | Mar., 1944     | Mar., 1945 | Percentage Change |
| Total.....                              | 445                 | 557        | + 25.2            | \$420,966      | \$706,948  | + 67.9            |
| Residential buildings.....              | 19                  | 50         | +163.2            | 11,275         | 179,890    | +1,495.5          |
| Nonresidential buildings.....           | 54                  | 87         | + 61.1            | 224,489        | 268,350    | + 19.5            |
| Additions, alterations and repairs..... | 372                 | 420        | + 12.9            | 185,202        | 258,708    | + 39.7            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES FEBRUARY, 1945 AND MARCH, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|---|---------------------|------------|-------------------|----------------|------------|-------------------|
|   | Feb., 1945          | Mar., 1945 | Percentage Change | Feb., 1945     | Mar., 1945 | Percentage Change |
| Total.....                              | 313                 | 557        | +78.0             | \$582,861      | \$706,948  | + 21.3            |
| Residential buildings.....              | 28                  | 50         | +78.6             | 60,515         | 179,890    | +197.3            |
| Nonresidential buildings.....           | 56                  | 87         | +55.4             | 274,679        | 268,350    | - 2.3             |
| Additions, alterations and repairs..... | 229                 | 420        | +83.4             | 247,667        | 258,708    | + 4.5             |

## SUMMARY OF MARCH, 1945 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA

Total of March, 1944 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |            |
|---------------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|------------|
|                     |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            |                              |            |                                    |            |   |            |
|                     |                  |                      | Mar., 1944                | Mar., 1945 | Mar., 1944   | Mar., 1945 | Mar., 1944                   | Mar., 1945 | Mar., 1944                         | Mar., 1945 | Mar., 1944                              | Mar., 1945 |
| Total.....          | 50               | \$179,890            | \$11,275                  | \$179,890  | 24           | 51         | \$224,489                    | \$268,350  | \$185,202                          | \$258,708  | \$420,966                               | \$706,948  |
| Asheville.....      |                  |                      | 175                       |            | 1            |            |                              | 2,400      | 7,510                              | 16,902     | 7,685                                   | 19,302     |
| Burlington.....     |                  |                      |                           |            |              |            | 1,400                        |            |                                    |            | 1,400                                   |            |
| Charlotte.....      | 5                | 19,500               |                           | 19,500     |              | 5          | 54,659                       | 47,825     | 21,490                             | 27,920     | 76,149                                  | 95,245     |
| Concord.....        |                  |                      |                           |            |              |            |                              | 475        | 1,485                              | 1,650      | 1,485                                   | 2,125      |
| Durham.....         | 3                | 14,915               |                           | 14,915     |              | 3          | 12,256                       | 57,500     | 7,005                              | 9,450      | 19,261                                  | 81,865     |
| Elizabeth City..... | 1                | 7,000                | 3,300                     | 7,000      | 4            | 1          | 4,650                        | 13,750     | 1,100                              | 100        | 9,050                                   | 20,850     |
| Fayetteville.....   | 5                | 4,075                | 3,500                     | 4,075      | 8            | 5          | 350                          | 2,600      | 1,995                              | 4,475      | 5,845                                   | 11,150     |
| Gastonia.....       |                  |                      |                           |            |              |            |                              | 8,600      | 20,800                             | 2,400      | 20,800                                  | 11,000     |
| Goldensboro.....    | 1                | 3,500                | 200                       | 3,500      | 1            | 1          | 96,564                       | 2,785      | 2,800                              | 2,350      | 99,564                                  | 8,635      |
| Greensboro.....     | 6                | 24,100               | 1,600                     | 24,100     | 2            | 7          | 4,200                        | 2,100      | 8,000                              | 14,683     | 13,800                                  | 40,883     |
| Greenville.....     | 2                | 13,000               |                           | 13,000     |              | 2          | 200                          | 5,100      | 600                                | 1,100      | 800                                     | 19,200     |
| Hickory.....        |                  |                      |                           |            |              |            | 200                          | 14,600     | 4,825                              | 1,100      | 5,025                                   | 15,700     |
| High Point.....     | 4                | 8,600                |                           | 8,600      |              | 4          | 630                          | 1,015      | 18,496                             | 24,251     | 19,126                                  | 33,866     |
| Kinston.....        | 2                | 1,800                |                           | 1,800      |              | 2          | 400                          | 2,100      | 775                                |            | 1,175                                   | 3,900      |
| Lexington.....      | 1                | 2,000                |                           | 2,000      |              | 1          |                              | 350        |                                    | 37,735     |   | 40,085     |
| New Bern.....       | 3                | 4,000                |                           | 4,000      |              | 3          |                              |            | 13,970                             | 4,770      | 13,970                                  | 8,770      |
| Raleigh.....        |                  |                      | 1,000                     |            | 6            |            | 17,350                       | 57,250     | 850                                | 4,020      | 19,200                                  | 61,270     |
| Reidsville.....     |                  |                      |                           |            |              |            | 280                          |            |                                    | 150        | 280                                     | 150        |
| Rocky Mount.....    | 1                | 3,500                |                           | 3,500      |              | 1          | 30,900                       | 10,500     | 2,400                              | 1,150      | 33,300                                  | 15,150     |
| Salisbury.....      |                  |                      |                           |            |              |            | 100                          | 275        | 4,625                              | 2,092      | 4,725                                   | 2,367      |
| Shelby.....         |                  |                      |                           |            |              |            |                              |            | 724                                | 3,500      | 724                                     | 3,500      |
| Statesville.....    | 2                | 6,250                |                           | 6,250      |              | 2          |                              | 16,400     |                                    |            |   | 22,650     |
| Thomasville.....    |                  |                      |                           |            |              |            |                              | 1,400      | 275                                | 900        | 275                                     | 2,800      |
| Wilmington.....     | 2                | 2,700                | 1,200                     | 2,700      | 1            | 2          | 100                          | 20,100     | 23,229                             | 39,299     | 24,529                                  | 62,099     |
| Wilson.....         | 2                | 10,000               | 800                       | 10,000     | 1            | 2          | 250                          |            | 1,200                              | 10,675     | 1,750                                   | 20,675     |
| Winston-Salem.....  | 10               | 54,950               |                           | 54,950     |              | 10         |                              | 1,225      | 41,048                             | 48,036     | 41,048                                  | 104,211    |



# North Carolina Labor and Industry

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No. 6

## Pulp and Paper Mills in Eight Southeastern States, Straight-time Average Hourly Earnings for July, 1944

Average straight-time earnings of maintenance workers in southeastern pulp and paper mills in July 1944 were \$1.01 an hour; those of pulp mill workers were 80 cents an hour; those of paper mill workers were 84 cents an hour; those of workers in a number of miscellaneous jobs were 63 cents, and the average earnings of all workers at the common labor rate were 59 cents an hour.

This report presents wage data from 42 pulp and primary paper products mills located in the eight southeastern states of Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee and Virginia. These 42 mills employ slightly more than three fourths of all the workers in pulp and paper mills in these states.

The basic data were collected at the request of the Regional War Labor Board by the Division of Wage Analysis, Regional Office No. IV, of the Bureau of Labor Statistics, U. S. Department of Labor.

Southeastern paper mills make a great number of items, varying from cigarette paper to kraft wrapping paper and from .009 corrugating board to heavy insulation and wallboard. The manufacturer of kraft paper occupies a dominant position in this region although important quantities of boxboard, corrugating board, wallboard and specialty papers are also made. A few establishments included in the survey were pulp mills with no finishing facilities. The chief raw material used is southern pine, although chestnut chips are used by a group of plants in Tennessee, North Carolina and Virginia which make corrugating board. In addition, a number of small paperboard mills process waste paper and a few plants make pulp for special uses from cotton linters.

Although the basic processes involved in making paper are similar, regardless of raw material or product, the variations on these processes are endless. The great number of uses to which paper and paperboard are put lead to a multiplicity of specifications. For example, paper used for grocery bags must have considerable strength, withstand repeated bending, and resist water, although its color is of secondary importance. On the other hand, mimeograph paper requires less strength but must absorb ink rapidly and must be bleached to a uniform shade. For various writing and printing papers, the color and surface, as well as the durability of the paper, are very important.

Many of these variations are achieved through the choice of raw materials, but many others must be obtained through treatment of the pulp, the addition of siz-

ing or various chemicals, or through bleaching, and still other variations require differences in the papermaking and finishing equipment. Items produced in large quantity, such as kraft wrapping paper or newsprint, may be made in mills which have only the one product, and hence have practically a continuous operation. However, frequent change-overs are necessary in those plants which produce such items as bond paper or book paper. There are also differences in the machinery used by various plants which are making similar paper or paperboard items. Much of the machinery is built according to specifications developed by the paper manufacturer, and continued improvements in processes, plus the gradually increasing size of the machines, cause important differences between recently constructed mills and those built several years ago.

These infinite differences in process and machinery cause the content of the processing occupations to differ considerably from plant to plant, even among those making similar products. Wherever possible the key occupations selected for this study of the pulp and primary paper products industry have been subdivided and classified in order to give the maximum amount of detail consistent with such regularity.

The over-all range of earnings was rather wide, with a few of the highest-paid workers studied receiving approximately five times the earnings of the lowest-paid workers. Slightly less than one half of the workers included in the study, excluding common laborers, earned less than 75 cents an hour, with about two percent of this group receiving less than 50 cents an hour. Slightly more than one fourth of the workers received 75 to 99 cents an hour, one fifth received \$1.00 to \$1.24 an hour and less than 10 percent received \$1.25 or more an hour.

In the common labor groups approximately one percent received less than 50 cents an hour, 19 percent received 50 to 54 cents an hour, 12 percent received 55 to 59 cents, 61 percent received 60 to 64 cents and seven percent received 65 cents or more.

There are five broad occupational groupings in the pulp and paper industry: maintenance workers, skilled and semi-skilled workers in the pulp mills, skilled and semi-skilled workers in the paper mills, semi-skilled workers in miscellaneous jobs such as truckers, truck drivers and janitors, and a large number of laborers, wood

## Employment and Pay Rolls April, 1945

Employment in North Carolina industry showed a further decrease in April as compared with March. One thousand nine hundred and ninety-six firms reported employing 259,182 production workers in April as compared with 265,788 in March, a decrease of 2.5 percent.

Pay rolls, according to reports from these same firms, totaled \$7,420,515 in April and \$7,688,068 in March, or a decrease of 3.5 percent for April. The 10,678,319 man-hours worked in April showed a decrease of 4.1 percent as compared with the 11,133,171 hours worked in March.

The average employee worked 41.2 hours per week in April compared with 41.9 in March; earned 69.5 cents an hour in April as compared with 69.1 cents per hour in March; and earned \$28.63 per week in April compared with \$28.93 in March.

The number of production workers in the 1,272 manufacturing plants reporting came to 245,553 in April and 251,897 in March, a decrease of 2.5 percent in April. Pay rolls for manufacturing totaled \$7,192,045 in April and \$7,369,235 in March, a decrease of 3.6 percent for April. Man-hours worked in April amounted to 10,123,219, 4.2 percent less than the 10,566,031 hours worked in March. Weekly earnings averaged \$28.92 in April, or 1.1 percent less than in March when weekly earnings were \$29.25. Average hourly earnings for April were 70.2 cents, or 0.7 percent above the 69.7 cents for March. Average hours worked in April were 41.2 and in March 41.9, a decrease of 1.7 percent for April.

The 724 nonmanufacturing firms reported employing 13,629 workers, a decrease of 1.9 percent from the 13,891 reported for March. The pay rolls totaled \$318,470 in April, 0.1 percent less than the \$318,833 paid in March. Hours worked in April amounted to 555,100 as compared with March when 567,140 hours were worked, a decrease of 2.1 percent for April. Average weekly earnings amounted to \$23.37 for April, or 1.8 percent above the earnings for March of \$22.95. Average hours worked were 40.7 for April and 40.8 for March, showing a decrease of 0.2 percent for April. Average hourly earnings rose in April to 57.4 cents which is an increase of 2.1 percent over the 56.2 cents earned in March.

Average hourly earnings reported by the various industries were as follows:

Manufacturing: Printing and publishing, 93.2 cents; machinery group, 89.9 cents; paper and pulp mills, 87.8 cents; full-fashioned hosiery, 84.2 cents; tobacco products, 77.8 cents; iron and steel group, 74.5 cents; woolen mills, 68.3 cents; dyeing and finishing, 67.3 cents; rayon goods, 67.0 cents; cotton goods, 64.1 cents; flat knit goods, 62.9 cents; seamless hosiery, 62.4 cents; furniture, mattresses and bed-

(Continued on page four)

(Continued on page three)



# NORTH CAROLINA Labor and Industry

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## Number of Women Production Workers in Manufacturing April, 1945

The percentage of women production workers in North Carolina manufacturing industries increased from 44.0 in March to 44.3 in April. A survey of 1,245 firms shows that of the 235,899 workers employed 104,490 were women.

In the eastern coastal area 217 firms reported employing 33,327 workers with 8,742 of these being women—a percentage of 26.2. This percentage represents a decrease for April as compared with March when 26.5 percent were women.

In the 871 firms reporting from the piedmont area, 178,239 production workers were employed with 48.2 percent, or 85,956, of these being women. This percentage shows an increase over March when 48.0 percent of the workers were women.

From the mountain area 157 firms reported employing 24,333 workers with 40.2 percent, or 9,792, of these being women. In March this area reported 40.1 percent women production workers.

The percentage of women workers was highest in the following manufacturing industries: Seamless hosiery, 73.1 percent; flat knit goods, 72.1 percent; stemmeries and redrying plants, 67.5 percent; full-fashioned hosiery, 63.4 percent; paper boxes, 58.2 percent; iron and steel group, 57.0 percent; rayon goods, 50.3 percent; tobacco products, 48.2 percent; cotton goods, 46.5 percent; woolen mills, 46.3 percent; dyeing and finishing, 36.9 percent; food and kindred products, 29.4 percent; furniture, mattresses and bed springs, 24.5 percent.

## Winston-Salem Leads Cities In Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during April was 156.0 percent above that of April, 1944 and 29.7 percent above that of March, 1945.

Last year during the month of April a total of 480 permits were issued and 457 were issued this year. April, 1945 was below March, 1945, 457 permits being issued in April and 557 in March.

The total amount spent for construction was \$917,078. Of this amount \$128,582 was for residential, \$441,911 for nonresidential and \$346,585 for additions, alterations and repairs.

Winston-Salem led the cities with an expenditure of \$247,156. Greensboro was second, spending \$128,770 and Charlotte third with an expenditure of \$128,216.

## Roanoke Rapids Leads Towns

The reporting towns with a population of less than 10,000 reported an estimated expenditure of \$121,890 on building construction during April. Of this sum \$46,400 was for residential building, \$22,645 for nonresidential and \$52,845 for additions, alterations and repairs.

Roanoke Rapids led the reporting towns with an expenditure of \$40,550, Lumberton was second and Morehead City was third.

The towns reporting were Asheboro, Chapel Hill, Cherryville, Clinton, Edenton,

## Type of April Building Construction In 26 Reporting Cities

| Type of Building   | No.        | Cost             | Buildings for Which Permits Were Issued |
|--|------------|------------------|---|
| <b>RESIDENTIAL BUILDINGS:</b>                                  |            |                  |   |
| One-family dwellings   | 39         | \$116,582        |   |
| Two-family dwellings   | 2          | 12,000           |   |
| <b>TOTAL</b>   | <b>41</b>  | <b>\$128,582</b> |   |
| <b>NONRESIDENTIAL BUILDINGS:</b>                               |            |                  |   |
| Amusement and recreational places                              | 1          | \$ 3,000         |   |
| Churches   | 2          | 18,000           |   |
| Factories, bakeries, ice plants, laundries and other workshops | 6          | 98,377           |   |
| Garages, public  | 2          | 1,900            |   |
| Garages, private (when separate from dwelling)                 | 8          | 2,000            |   |
| Gasoline and service stations                                  | 2          | 5,000            |   |
| Institutions (include hospitals, asylums, etc.)                | 1          | 202,890          |   |
| Office buildings, including banks                              | 4          | 10,700           |   |
| Sheds, poultry houses, contractors' temporary offices, etc.    | 6          | 1,344            |   |
| Stores and other mercantile buildings                          | 21         | 96,725           |   |
| All other nonresidential                                       | 6          | 1,975            |   |
| <b>TOTAL</b>   | <b>59</b>  | <b>\$441,911</b> |   |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                     |            |                  |   |
| Housekeeping dwellings   | 274        | \$114,832        |   |
| Nonhousekeeping dwellings                                      | 1          | 40               |   |
| On nonresidential buildings                                    | 82         | 231,713          |   |
| <b>TOTAL</b>   | <b>357</b> | <b>\$346,585</b> |   |

Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Monroe, Mooresville, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Southern Pines, Spindale and Williamston.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES APRIL 1944 AND APRIL 1945

| KIND OF CONSTRUCTION               | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                    | April 1944          | April 1945 | Percentage Change | April 1944     | April 1945 | Percentage Change |
| Total                              | 480                 | 457        | - 4.8             | \$358,239      | \$917,078  | +156.0            |
| Residential buildings              | 19                  | 41         | +115.8            | 17,550         | 128,582    | +632.7            |
| Nonresidential buildings           | 58                  | 59         | + 1.7             | 164,197        | 441,911    | +169.1            |
| Additions, alterations and repairs | 403                 | 357        | -11.4             | 176,492        | 346,585    | + 96.4            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MARCH, 1945 AND APRIL, 1945

| KIND OF CONSTRUCTION               | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |            |                   |
|------------------------------------|---------------------|------------|-------------------|----------------|------------|-------------------|
|                                    | Mar. 1945           | April 1945 | Percentage Change | Mar. 1945      | April 1945 | Percentage Change |
| Total                              | 557                 | 457        | -18.0             | \$706,948      | \$917,078  | +29.7             |
| Residential buildings              | 50                  | 41         | -18.0             | 179,890        | 128,582    | -28.5             |
| Nonresidential buildings           | 87                  | 59         | -32.2             | 268,350        | 441,911    | +64.7             |
| Additions, alterations and repairs | 420                 | 357        | -15.0             | 258,708        | 346,585    | +34.0             |

## SUMMARY OF APRIL, 1945 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of April, 1944 Included for Comparison

| CITY           | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |            |
|----------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|------------|
|                |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            |                              |            |                                    |            |   |            |
|                |                  |                      | April 1944                | April 1945 | April 1944   | April 1945 | April 1944                   | April 1945 | April 1944                         | April 1945 | April 1944                              | April 1945 |
| Total          | 41               | \$128,582            | \$17,550                  | \$128,582  | 21           | 41         | \$164,197                    | \$441,911  | \$176,492                          | \$346,585  | \$358,239                               | \$917,078  |
| Asheville      |                  |                      |                           |            |              |            | 65,650                       | 5,000      | 8,868                              | 13,705     | 74,518                                  | 18,705     |
| Burlington     |                  |                      |                           |            |              |            |                              | 68,150     |                                    | 40         |   | 68,190     |
| Charlotte      | 3                | 11,700               |                           | 11,700     | 3            |            | 3,196                        | 58,541     | 27,527                             | 57,975     | 30,723                                  | 128,216    |
| Concord        |                  |                      | 300                       |            | 1            |            | 3,700                        |            | 3,545                              | 3,900      | 7,545                                   | 3,900      |
| Durham         | 4                | 17,915               | 4,800                     | 17,915     | 1            | 4          | 382                          |            | 9,680                              | 27,750     | 14,862                                  | 45,665     |
| Elizabeth City |                  |                      | 2,500                     |            | 1            |            | 12,175                       | 3,600      | 175                                | 1,675      | 14,850                                  | 5,275      |
| Fayetteville   | 5                | 9,867                | 4,000                     | 9,867      | 7            | 5          | 2,700                        | 1,700      | 10,330                             | 12,935     | 17,030                                  | 24,502     |
| Gastonia       | 4                | 3,700                |                           | 3,700      | 4            |            | 4,000                        | 5,200      | 600                                |            | 4,600                                   | 8,900      |
| Greensboro     | 2                | 8,000                |                           | 8,000      | 2            |            | 3,300                        | 11,600     | 4,100                              | 2,800      | 7,400                                   | 22,400     |
| Greenville     | 3                | 15,600               | 2,550                     | 15,600     | 4            | 3          | 27,344                       | 9,675      | 6,430                              | 103,495    | 36,324                                  | 128,770    |
| Hickory        |                  |                      |                           |            |              |            |                              |            | 850                                | 100        | 850                                     | 100        |
| High Point     | 1                | 400                  |                           | 400        |              | 1          | 1,160                        | 15,780     | 5,700                              | 6,050      | 5,700                                   | 6,050      |
| Kinston        |                  |                      | 900                       |            | 3            |            |                              | 1,700      | 24,026                             | 20,028     | 25,186                                  | 36,208     |
| Lexington      | 2                | 6,000                |                           | 6,000      | 2            |            | 1,000                        | 12,500     | 1,500                              | 700        | 2,400                                   | 2,400      |
| New Bern       | 3                | 7,000                | 1,500                     | 7,000      | 1            | 3          | 30,300                       |            | 600                                | 3,000      | 1,600                                   | 21,500     |
| Raleigh        |                  |                      | 1,000                     |            | 3            |            | 5,850                        | 225        | 3,325                              | 2,975      | 35,125                                  | 9,975      |
| Reidsville     |                  |                      |                           |            |              |            | 3,000                        |            | 3,400                              | 960        | 10,250                                  | 1,185      |
| Rocky Mount    | 6                | 11,000               |                           | 11,000     |              |            |                              |            | 300                                | 250        | 3,300                                   | 250        |
| Salisbury      | 2                | 6,500                |                           | 6,500      | 6            |            | 250                          | 3,000      | 4,000                              | 500        | 4,250                                   | 14,500     |
| Shelby         | 3                | 13,000               |                           | 13,000     |              | 3          | 190                          | 4,000      | 1,365                              | 3,053      | 1,555                                   | 13,553     |
| Statesville    |                  |                      |                           |            |              |            |                              | 1,000      |                                    | 500        |   | 14,500     |
| Thomasville    |                  |                      |                           |            |              |            |                              | 18,000     |                                    |            |   | 18,000     |
| Wilmington     | 1                | 5,500                |                           | 5,500      |              | 1          |                              |            | 2,100                              | 2,575      | 2,100                                   | 2,575      |
| Wilson         |                  |                      |                           |            |              |            | 1,700                        | 23,889     | 59,753                             | 23,889     | 66,953                                  | 66,953     |
| Winston-Salem  | 2                | 12,400               |                           | 12,400     |              | 2          | 550                          | 450        | 7,100                              | 450        | 7,650                                   | 7,650      |
|                |                  |                      |                           |            |              |            | 219,990                      | 33,732     | 14,766                             | 33,732     | 247,156                                 | 247,156    |



Division of Standards and Inspections

April Child Labor Report

State Inspections

During the month of April, 1945, a total of 704 manufacturing, mercantile and service establishments employing 20,406 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations.

A total of 1,040 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law were reported by the inspectors. Immediate compliance was secured in 932 cases. In the remaining cases steps are being taken to secure compliance at the earliest possible date.

The violations and compliances were as follows:

|                        | Violations | Compliances |
|------------------------|------------|-------------|
| Hour law               | 37         | 28          |
| Child labor            | 605        | 535         |
| Time records           | 40         | 22          |
| Drinking facilities    | 13         | 4           |
| Sanitation             | 69         | 48          |
| Seats                  | 1          | 1           |
| Safety Code violations | 127        | 135         |
| Miscellaneous          | 148        | 159         |

The number of compliances reported this month for violations reported last month exceeds the number of violations in the miscellaneous category due to delayed reporting.

Ten complaints alleging violations of the maximum hour law, child labor law and rules and regulations relative to sanitary

conditions were investigated during the month. The necessary corrections were made in nine of these cases and one establishment was prosecuted.

Wage-Hour and Public Contract Inspections

A total of 81 inspections were completed in North Carolina during the month of April, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that 17 were operating in compliance with the provisions of the acts, 30 were in violation of record-keeping provisions only, 32 were in violation of minimum wage or overtime provisions, and four were found not to be covered by the acts.

The review section closed and reported to the national office on 75 cases. Of these 20 were compliance cases and 55 showed violations. Back wages in the amount of \$8,987.87 were secured for 1,280 employees. The back wages paid by the 28 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of 47 safety and health inspections were made under the Public Contracts Act. Of these, 39 establishments were found to be operating in compliance with the State code and eight were found to be operating in violation of the State code. The injury frequency rate regulations were being violated in 21 establishments.

Employment of minors under 18 years of age decreased in North Carolina during April. Certificates were issued to 3,548 minors in April as compared with 4,105 in March—a decrease of 13.6 percent. In April, 1944, 3,968 minors received permits for employment.

Of these 3,548 certificates issued in April, 2,530—or 71.3 percent—were issued to boys and 1,018—or 28.7 percent—to girls.

Minors 16 and 17 years of age received 2,876 certificates in April. 2,070 of these being issued to boys and 806 to girls. Employment of these minors was distributed as follows among industry: Manufacturing, 2,021; nonmanufacturing, 790, and construction, 65.

Certificates were issued in April to 658 minors under 16 years of age; of these 446 were issued to boys and 212 to girls.

EMPLOYMENT AND PAY ROLLS  
APRIL, 1945

(Continued from page one)

springs, 61.6 cents; fertilizer, 61.2 cents; paper boxes, 60.7 cents; stemmeries and redrying plants, 60.1 cents; food and kindred products, 58.8 cents; lumber, including planing mills, 57.7 cents; brick, tile and terra cotta, 57.6 cents; cottonseed oil, 54.2 cents.

Nonmanufacturing: Wholesale, 86.9 cents; public utilities, 72.7 cents; mines and quarries, 58.6 cents; retail 54.7 cents; laundries, dyeing and cleaning, 38.5 cents; hotels, 32.0 cents.

EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

April, 1945 Compared with March, 1945

| INDUSTRIES                       | FIRMS | EMPLOYMENT |        | PAY ROLLS   |        | AV. WKLY EARNINGS |        | AV. HRS. PER WEEK |        | AV. HRLY. EARNINGS |        |
|----------------------------------|-------|------------|--------|-------------|--------|-------------------|--------|-------------------|--------|--------------------|--------|
|                                  |       | No.        | % CHG. | AMT.        | % CHG. | AMT.              | % CHG. | AMT.              | % CHG. | AMT.               | % CHG. |
| Manufacturing:                   |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 1,272 | 245,553    | — 2.5  | \$7,102,045 | — 3.6  | \$28.92           | — 1.1  | 41.2              | — 1.7  | 70.2               | + .7   |
| Brick, Tile and Terra Cotta      | 14    | 597        | — 6.6  | 15,235      | — 3.6  | 25.52             | + 3.2  | 44.3              | + 1.8  | 57.6               | + 1.4  |
| Cotton Goods                     | 317   | 108,822    | — 1.5  | 2,886,384   | — 4.4  | 26.52             | — 2.9  | 41.4              | — 3.3  | 64.1               | + .3   |
| Cottonseed Oil                   | 13    | 629        | —15.9  | 16,813      | —15.5  | 26.73             | + .5   | 49.3              | — 2.8  | 54.2               | + 3.2  |
| Dyeing and Finishing             | 19    | 4,486      | — 1.2  | 121,305     | — 3.7  | 27.04             | — 2.6  | 40.2              | — 2.4  | 67.3               | — .1   |
| Fertilizer                       | 46    | 2,395      | + 7.8  | 66,071      | +10.5  | 27.59             | + 2.5  | 45.1              | — .4   | 61.2               | + 3.0  |
| Foods and Kindred Products       | 208   | 5,224      | + .5   | 136,251     | + 2.3  | 26.08             | + 1.8  | 44.4              | + .5   | 58.8               | + 1.6  |
| Furn., Bedsprings and Mattresses | 83    | 12,143     | — 2.6  | 291,910     | — 5.2  | 24.04             | — 2.7  | 39.0              | — 3.7  | 61.6               | + 1.1  |
| Hosiery—Full-fashion             | 59    | 12,247     | — 1.6  | 366,872     | — 3.7  | 29.96             | — 2.1  | 35.6              | — 2.5  | 84.2               | + .4   |
| Hosiery—Seamless                 | 124   | 14,644     | — 1.2  | 322,548     | — 2.4  | 22.03             | — 1.3  | 35.3              | — 1.9  | 62.4               | + .8   |
| Iron and Steel Group             | 17    | 7,352      | — 9.3  | 251,803     | — 8.5  | 34.25             | + .9   | 45.9              | + .4   | 74.5               | + .3   |
| Knit Goods—Flat                  | 10    | 4,450      | — 1.3  | 114,943     | + .7   | 25.83             | + 1.9  | 41.1              | no ch. | 62.9               | + 1.9  |
| Lumber (including planing mills) | 64    | 4,407      | + 1.9  | 117,027     | + 2.5  | 26.55             | + .6   | 46.0              | — .4   | 57.7               | + .9   |
| Machinery Group                  | 52    | 2,741      | — 1.4  | 114,996     | + 2.6  | 41.95             | + 4.0  | 46.6              | no ch. | 89.9               | + 3.8  |
| Paper Boxes                      | 18    | 850        | — 1.4  | 21,434      | — .2   | 25.22             | + 1.2  | 41.5              | + .2   | 60.7               | + 1.0  |
| Pulp and Paper Mills             | 6     | 4,170      | — 2.1  | 171,487     | + 2.2  | 41.12             | + 4.4  | 46.8              | + 3.3  | 87.8               | + 1.0  |
| Printing and Publishing          | 27    | 751        | + 1.8  | 27,372      | + 2.8  | 36.45             | + 1.1  | 39.1              | no ch. | 93.2               | + 1.0  |
| Rayon Goods                      | 22    | 7,594      | — 1.5  | 216,305     | — .5   | 28.48             | + 1.0  | 42.5              | + .5   | 67.0               | + .4   |
| Stemmeries and Redrying Plants   | 26    | 8,994      | —15.9  | 212,768     | — 8.3  | 23.66             | + 9.0  | 39.4              | + 3.4  | 60.1               | + 5.4  |
| Tobacco Products                 | 8     | 13,114     | — .9   | 422,525     | — .6   | 32.22             | + .3   | 41.4              | — .5   | 77.8               | + .6   |
| Woolen Mills                     | 9     | 4,299      | — 2.6  | 127,318     | + .3   | 29.62             | + 3.1  | 43.4              | + 1.6  | 68.3               | + 1.6  |
| Other Industries                 | 130   | 25,644     | — 3.9  | 1,080,678   | — 5.5  | 42.14             | — 1.7  | 43.0              | — .2   | 98.1               | — 1.4  |
| Nonmanufacturing:                |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 724   | 13,629     | — 1.9  | \$ 318,470  | — .1   | \$23.37           | + 1.8  | 40.7              | — .2   | 57.4               | + 2.1  |
| Retail                           | 435   | 7,680      | — 2.8  | 152,157     | X      | 19.81             | + 3.0  | 36.2              | — .3   | 54.7               | + 3.4  |
| Wholesale                        | 170   | 2,107      | — .6   | 81,973      | + .6   | 38.91             | + 1.2  | 44.8              | no ch. | 86.9               | + 1.2  |
| Laundries, Dyeing and Cleaning   | 34    | 1,484      | — .5   | 28,284      | + .7   | 19.06             | + 1.2  | 49.2              | + .8   | 38.5               | — .3   |
| Mines and Quarries               | 29    | 631        | — 1.9  | 16,846      | — 1.7  | 26.70             | + .2   | 45.6              | + .4   | 58.6               | — .2   |
| Public Utilities                 | 36    | 713        | — 2.1  | 23,769      | — 1.2  | 33.34             | + .9   | 45.9              | + .9   | 72.7               | no ch. |
| Hotels                           | 20    | 1,014      | + 1.0  | 15,441      | — 3.2  | 15.23             | — 4.2  | 47.5              | — 4.2  | 32.0               | no-ch. |
| TOTAL ALL MFG. AND NONMFG.       | 1,996 | 259,182    | — 2.5  | \$7,420,515 | — 3.5  | \$28.63           | — 1.0  | 41.2              | — 1.7  | 69.5               | + .6   |

X Less than .1%.



## Manufacturing Employment In North Carolina Counties

The Division of Statistics of the Department of Labor collects each month data on employment and earnings from more than one thousand manufacturing establishments in North Carolina. In April more than 60.0 percent of the reported employment was located in 12 counties.

The 12 counties are as follows: Alamance, 3.9 percent; Cabarrus, 7.7 percent; Catawba, 2.9 percent; Cleveland, 2.5 percent; Davidson, 3.0 percent; Durham, 3.6 percent; Forsyth, 6.0 percent; Gaston, 9.5 percent; Guilford, 7.5 percent; Mecklenburg, 6.4 percent; New Hanover, 5.0 percent; Rockingham, 3.6 percent.

## Child Labor Law Unaffected

In a memorandum to all superintendents of public welfare, attention was called to the fact that the amendment to the compulsory school attendance law did not affect in any way the State Child Labor Law. The labor law provides that minors under 16 years of age cannot be employed during the hours when school is in session. The only exception to the provisions of this law is for minors who are employed in domestic or agricultural work under the supervision or direction of their parents.

The amendment to the compulsory school attendance law merely compels

minors 14 and 15 to attend school and thereby directs their activity during the time that they may not be employed. The amendment provides that minors 7-14 shall attend school after July 1, 1945, and 7-15 after July 1, 1946.

## PULP AND PAPER MILLS

(Continued from page one)

handlers, and loaders and unloaders. In general, the average earnings of maintenance workers were higher than those of the other groups. The earnings of common laborers and workers in miscellaneous jobs were the lowest, and those of the processing workers in the paper and pulp mills occupied an intermediate position.

## PERCENTAGE CHANGE IN PRODUCTION-WORKER EMPLOYMENT IN MANUFACTURING IN NORTH CAROLINA

### March 1943-1944, March 1943-1945

Using a sample of 967 identical manufacturing firms in North Carolina, the Division of Statistics of the North Carolina Department of Labor has compiled a report showing the percentage changes in employment of production workers in these firms from March, 1943 to March, 1944 and from March, 1943 to March, 1945. The overall picture shows a decrease of 6.2 percent from March, 1943 to March, 1944 and a decrease of 13.4 percent from March, 1943 to March, 1945.

The decrease of 3.9 percent in tobacco products between March, 1943 and March, 1944 is due to the strike in the American Tobacco Company. If we assume that this company was operating during March, 1944 with employment in line with that of the previous month, the change would have been an increase of 11.9 percent. Then the increase in March, 1945 of 19.3 percent would not seem as large as it appears when March, 1944 shows a decrease.

Where increases are noted in some of the industry segments they are found in those industries more directly affected by war contracts.

The following table shows the percentage change for all major industry groups in North Carolina.

|   | NUMBER OF<br>ESTABLISHMENTS | EMPLOYMENT |            |            | PERCENTAGE CHANGE |              |
|---|-----------------------------|------------|------------|------------|-------------------|--------------|
|   |                             | MAR., 1943 | MAR., 1944 | MAR., 1945 | 3/43 TO 3/44      | 3/43 TO 3/45 |
| TOTAL.....                                  | 967                         | 257,845    | 241,751    | 223,367    | - 6.2             | -13.4        |
| Ordnance.....                               | 3                           | 5,471      | 10,137     | 7,786      | +85.3             | +42.3        |
| Food and Kindred Products.....              | 53                          | 1,876      | 1,873      | 1,974      | - .2              | + 5.2        |
| Dairy Products.....                         | 10                          | 293        | 306        | 292        | + 4.4             | - .3         |
| Bakery Products.....                        | 10                          | 419        | 420        | 442        | + .2              | + 5.5        |
| Beverages.....                              | 9                           | 120        | 141        | 104        | +17.5             | -13.3        |
| Miscellaneous Food.....                     | 24                          | 1,044      | 1,006      | 1,136      | - 3.6             | + 8.8        |
| Tobacco Products.....                       | 8                           | 11,093     | 10,658     | 13,233     | - 3.9             | +19.3        |
| Textile-mill Products.....                  | 528                         | 174,674    | 162,315    | 150,611    | - 7.1             | -13.8        |
| Cotton Textiles.....                        | 285                         | 120,203    | 111,507    | 103,954    | - 7.2             | -13.5        |
| Rayon and Silk.....                         | 19                          | 6,593      | 6,414      | 6,116      | - 2.7             | - 7.2        |
| Woolen and Worsted.....                     | 7                           | 4,358      | 4,302      | 4,108      | - 1.3             | - 5.7        |
| Hosiery—Full-fashion.....                   | 58                          | 12,789     | 11,770     | 10,993     | - 8.0             | -14.0        |
| Hosiery—Seamless.....                       | 119                         | 19,088     | 17,187     | 15,238     | -10.0             | -20.1        |
| Dyeing and Finishing.....                   | 16                          | 3,960      | 3,864      | 3,620      | - 2.4             | - 8.3        |
| Knit Goods.....                             | 8                           | 5,071      | 4,817      | 4,403      | - 5.0             | -13.2        |
| Miscellaneous Textiles.....                 | 16                          | 2,612      | 2,453      | 2,169      | - 6.1             | -17.0        |
| Apparel and Leather Products.....           | 28                          | 4,411      | 4,038      | 3,800      | - 8.5             | -12.5        |
| Men's and Boys' Apparel.....                | 12                          | 2,231      | 2,204      | 1,956      | - 1.2             | -12.3        |
| Miscellaneous Apparel.....                  | 11                          | 1,507      | 1,318      | 1,370      | -12.5             | - 9.1        |
| Leather and Leather Products.....           | 5                           | 673        | 516        | 534        | -23.3             | -21.7        |
| Lumber and Timber Products.....             | 52                          | 3,777      | 3,170      | 3,089      | -16.1             | -18.2        |
| Sawmills (including logging).....           | 30                          | 2,170      | 1,944      | 1,894      | -10.4             | -12.7        |
| Planing and Plywood Mills.....              | 22                          | 1,607      | 1,226      | 1,195      | -23.7             | -25.6        |
| Furniture and Finished Lumber Products..... | 96                          | 18,003     | 15,772     | 14,120     | -12.4             | -21.6        |
| Furniture.....                              | 78                          | 15,078     | 12,739     | 11,692     | -15.5             | -22.5        |
| Misc. Furn. and Fin. Lumber Prod.....       | 9                           | 698        | 823        | 830        | +17.9             | +18.9        |
| Wooden Containers.....                      | 9                           | 2,227      | 2,210      | 1,598      | - .8              | -28.2        |
| Paper and Allied Products.....              | 20                          | 4,533      | 4,162      | 4,055      | - 8.2             | -10.5        |
| Paper and Pulp.....                         | 4                           | 3,486      | 3,127      | 3,213      | -10.3             | - 7.8        |
| Miscellaneous Paper Products.....           | 16                          | 1,047      | 1,035      | 842        | - 1.1             | -19.6        |
| Printing and Publishing.....                | 25                          | 617        | 642        | 707        | + 4.1             | +14.6        |
| Newspapers.....                             | 12                          | 406        | 410        | 440        | + 1.0             | + 8.4        |
| Misc. Printing and Publishing.....          | 13                          | 211        | 232        | 267        | +10.0             | +26.5        |
| Chemicals and Allied Products.....          | 63                          | 6,803      | 6,874      | 7,524      | + 1.0             | +10.6        |
| Cottonseed and Other Oils.....              | 15                          | 823        | 738        | 800        | -10.3             | - 2.8        |
| Fertilizer.....                             | 31                          | 2,351      | 1,927      | 1,751      | -18.0             | -25.5        |
| Miscellaneous Chemicals.....                | 17                          | 3,629      | 4,200      | 4,973      | +16.0             | +37.0        |
| Stone, Clay and Glass Products.....         | 28                          | 2,367      | 2,391      | 2,060      | + 1.0             | -13.0        |
| Brick, Tile and Terra Cotta.....            | 10                          | 597        | 527        | 476        | -11.7             | -20.3        |
| Misc. Stone, Clay and Glass.....            | 18                          | 1,770      | 1,864      | 1,584      | + 5.3             | -10.5        |
| Miscellaneous Manufacturing Industries..... | 63                          | 24,220     | 19,719     | 14,348     | -18.6             | -40.8        |



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XII

RALEIGH, NORTH CAROLINA, JULY 1945

No. 7

## First World War II Veteran Indentured Under Apprenticeship Training Program

The first veteran of World War II to be indentured as an apprentice under the North Carolina Apprenticeship Training program is Allen J. Ball, 316 Glenwood Avenue, Kinston, who started his training a few days ago with the Harvey Motor Company, one of the pioneer automobile firms of the State.

Young Ball, just as nice and just as clean cut as any young man to be met in a week's searching, starts his career as an automobile mechanic under unusually auspicious conditions. He stated today that he is highly pleased with the plan and while putting a generator on a car, took time to tell of a few of his experiences.

Joining the U. S. Navy ahead of the draft in 1942, young Ball took his boot training and special training as a signalman at Norfolk, and then spent some time in the Boston Navy Yard. He was assigned to a ship in the Pacific and spent about six months operating in that ocean. Due to a nervous condition, he was given a medical discharge, with honor, at the U. S. Naval Reserve at San Diego, Calif., August 20, 1943, after just a little more than a year of service.

Ball will take the apprenticeship training for four years, starting at a wage of 40 cents an hour. After 500 hours of training, about three months, his wage is increased by two and one half cents. Increase continues during the entire training period.

Also, under the G. I. Bill of Rights, Ball will receive \$50 a month in addition to his apprenticeship pay for a period of about two years, based on his length of service of slightly more than a year. At the time of his discharge he was a signalman 3/c.

Ball was delighted to learn that he would receive the extra pay under the G. I. Bill, since he is now, as he has been for several years, the mainstay of the family.

On May 21, Ball applied at the U. S. Employment Service Office in Kinston and was referred to the job with the Harvey Motor Company. The apprenticeship plan was worked out through Clarence L. Beddingfield, State Director of Apprenticeship Training, with F. M. Pittman, service manager for the company, and the indenture was signed by them and by young Ball. R. E. Paschal, field representative of the Apprentice Training Service of the War Manpower Commission, co-operated with Mr. Beddingfield in the arrangements.

Eleven other Kinston automobile firms have similar apprenticeship training programs available for automotive mechanics.

Under the indenture provisions, the State Apprenticeship Council must approve all apprenticeship indentures. This council is headed by Forrest H. Shuford, State Commissioner of Labor, with Mr. Beddingfield as secretary.

Although this is the first such indenture, the apprenticeship training officials feel that many of the returning veterans will welcome the opportunity offered, especially with the additional compensation under the G. I. Bill, to take the training in some of the established trades at recognized firms in the State.

"I am awfully glad of this opportunity to learn a valuable trade in which I have been interested for a long time, and I am already learning a lot about automobiles that I did not know before," said young Ball.

(Continued on page four)

### Industrial Directory Now Available

The Industrial Directory prepared by the Division of Statistics of the North Carolina Department of Labor is now available. It is necessary to charge one dollar for a copy of the listing to cover the cost of printing. Address your request to the Division of Statistics, North Carolina Department of Labor, Raleigh, N. C.

In the preparation of this directory, the Division has used the standard industrial system of industry classification. The directory actually contains two separate listings of the establishments surveyed. One list, prepared on a county basis, lists all firms within the county by type of industry and indicates the approximate employment and county location of the firm. The other list, prepared on a statewide basis, presents an industry listing in a more detailed break-down and indicates the mailing address and county location of the establishment.

It is our hope that this publication will serve a long-felt need for a current and accurate list of manufacturing establishments in our State. In connection with the compilation of this directory it was possible to conduct a very accurate census of the manufacturing firms. Figures for employment in various segments of the listed industries are available upon request.

## Industrial Safety and Health

One of the most important functions of the North Carolina Department of Labor is that one which concerns itself with the health, safety and general well-being of the working people of North Carolina.

The performance of this function is delegated by law to the Division of Standards and Inspections with instructions "to conduct such research and carry out such studies as will contribute to the health, safety and general well-being of the working classes of the State." The findings of such investigations are promulgated as rules and regulations governing work places and working conditions.

The Division maintains a staff of trained safety inspectors who periodically inspect all establishments in North Carolina and make recommendations to management for the improvement of their plants. These recommendations provide for the elimination of safety hazards, improvement of safety devices, control of dust and other hazards by proper ventilation and providing adequate and necessary sanitary facilities.

During the fiscal year, July 1, 1943-June 30, 1944, there were 77,525 injuries reported under the North Carolina workmen's compensation law. That is our only source of accident statistics. The compensation and medical cost of those injuries was \$3,030,210. Adding indirect costs, at the generally accepted ratio of four to one, that means \$15,151,050 to North Carolina industry.

The basic job is that of preventing human suffering and physical handicaps. The direct result would be the saving of both lives and money. The generally accepted estimate is that 90 percent of this loss can be prevented through the sound application of techniques already perfected and the use of sufficient effort.

It is unfortunate that the exigencies of war have necessitated the lowering of industrial standards. A shrinking labor force has been compelled to meet the demands for increased production. Longer hours—increased weariness—more accidents—each is a natural and logical consequence of the other. Likewise, restrictions imposed which prohibit repairs and improvements to existing facilities except those of a most urgent nature have made it impossible for management to eliminate safety and health hazards.

Our inspectors during these war years have found many instances of plants that badly needed repairs and remodeling or that needed to install adequate sanitary facilities. The costs involved exceeded the limit imposed by the War Production Board or the equipment needed carried too high a priority requirement and the need could not be met.

(Continued on page four)

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## Number of Women Production Workers in Manufacturing May, 1945

The percentage of women production workers in North Carolina manufacturing industries decreased from 44.3 percent in April to 44.2 percent in May. A survey of 1,258 firms shows that of the 237,134 workers employed 104,726 were women.

Two hundred and twenty establishments were located in the eastern coastal area and employed 32,514 production workers. 8,780 of these—or 27.0 percent—being women. In April 26.5 percent of the workers in this area were women.

In the piedmont section of the State, 880 establishments reported employing 177,193 production workers, 85,045—or 48.0 percent—of these being women. This is the same percentage reported in April.

In the 158 firms reporting from the mountain area, 10,901—or 39.7 percent—of the 27,427 production workers employed were women. In April this section reported 40.1 percent of the workers were women.

The percentage of women workers was highest in the following manufacturing industries: Seamless hosiery, 73.0 percent; flat knit goods, 72.6 percent; stemmeries and redrying plants, 64.6 percent; full-fashioned hosiery, 63.5 percent; paper boxes, 60.8 percent; iron and steel group, 54.2 percent; rayon goods, 50.5 percent; tobacco products, 48.2 percent; cotton goods, 46.4 percent; woolen goods, 46.0 percent; dyeing and finishing, 37.8 percent; food and kindred products, 29.2 percent; furniture, mattresses and bed springs, 24.5 percent; machinery group, 20.3 percent.

## Durham Leads in Building Construction

Around \$25 thousand dollars worth of building construction was started in North Carolina cities during May, 10.1 percent less than in April, when 917 thousand dollars worth was started.

The volume of work started this month was 28.6 percent greater than in May 1944, when around 641 thousand dollars worth was started.

During May 576 building permits were issued as compared with 457 in April and 339 in May 1944.

Of the total amount authorized for construction in May, \$258,325 was for new residential construction; \$180,315 was for new nonresidential construction; and \$386,066 was for additions, alterations and repairs.

Durham led the cities with authorized construction valued at \$108,580; Charlotte was second with \$88,870, and Winston-Salem was third with \$87,680.

## Asheboro Leads Towns

The 18 reporting towns with populations of less than 10,000 reported an estimated expenditure of \$365,480 on building construction during the month of May. Of this sum \$162,350 was for residential buildings, \$179,345 for nonresidential buildings, and \$23,785 for additions, alterations and repairs.

Asheboro led the reporting towns with an expenditure of \$178,265. Morehead City

## Type of May Building Construc- tion in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |                  |
|---|---|------------------|
|   | No.                                     | Cost             |
| <b>RESIDENTIAL BUILDINGS:</b>                                       |   |                  |
| One-family dwellings.....   | 74                                      | \$230,825        |
| Two-family dwellings.....   | 3                                       | 11,500           |
| Multifamily (three or more families) dwellings.....                 | 2                                       | 16,000           |
| <b>TOTAL.....</b>   | <b>79</b>                               | <b>\$258,325</b> |
| <b>NONRESIDENTIAL BUILDINGS:</b>                                    |   |                  |
| Amusement and recreation places.....                                | 2                                       | \$ 7,545         |
| Churches.....   | 5                                       | 19,650           |
| Factories, bakeries, ice plants, laundries and other workshops..... | 8                                       | 33,410           |
| Garages, public.....  | 4                                       | 16,300           |
| Garages, private (when separate from dwelling.....)                 | 16                                      | 3,960            |
| Office buildings, including banks.....                              | 6                                       | 8,850            |
| Sheds, poultry houses, contractors' temporary offices, etc.....     | 8                                       | 6,090            |
| Stables and barns.....  | 3                                       | 800              |
| Stores and other mercantile buildings.....                          | 21                                      | 76,300           |
| All other nonresidential.....                                       | 4                                       | 7,410            |
| <b>TOTAL.....</b>   | <b>77</b>                               | <b>\$180,315</b> |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                          |   |                  |
| Housekeeping dwellings.....   | 319                                     | \$159,933        |
| Nonhousekeeping dwellings.....                                      | 4                                       | 3,450            |
| On nonresidential buildings.....                                    | 97                                      | 222,683          |
| <b>TOTAL.....</b>   | <b>420</b>                              | <b>\$386,066</b> |

was second and Roanoke Rapids was third.

The towns that reported were: Asheboro, Clinton, Edenton, Forest City, Hamlet, Kings Mountain, Lenoir, Lincolnton, Lumberton, Mooresville, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Southern Pines, Spencer, Spindale and Williamston.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MAY 1944 AND MAY 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |          |                   | ESTIMATED COST |           |                   |
|---|---------------------|----------|-------------------|----------------|-----------|-------------------|
|   | May 1944            | May 1945 | Percentage Change | May 1944       | May 1945  | Percentage Change |
| Total.....                              | 539                 | 576      | + 6.9             | \$641,383      | \$824,706 | + 28.6            |
| Residential buildings.....              | 17                  | 79       | +364.7            | 12,075         | 258,325   | +2039.3           |
| Nonresidential buildings.....           | 70                  | 77       | + 10.0            | 360,867        | 180,315   | - 50.0            |
| Additions, alterations and repairs..... | 452                 | 420      | - 7.1             | 268,441        | 386,066   | + 43.8            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES APRIL 1945 AND MAY 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |          |                   | ESTIMATED COST |           |                   |
|---|---------------------|----------|-------------------|----------------|-----------|-------------------|
|   | April 1945          | May 1945 | Percentage Change | April 1945     | May 1945  | Percentage Change |
| Total.....                              | 457                 | 576      | +26.0             | \$917,078      | \$824,706 | - 10.1            |
| Residential buildings.....              | 41                  | 79       | +92.7             | 128,582        | 258,325   | +100.9            |
| Nonresidential buildings.....           | 59                  | 77       | +30.5             | 441,911        | 180,315   | - 59.2            |
| Additions, alterations and repairs..... | 357                 | 420      | +17.6             | 346,585        | 386,066   | + 11.4            |

## SUMMARY OF MAY, 1945 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of May, 1944 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |           |              |          | NEW NONRESIDENTIAL BUILDINGS |           | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |           |
|---------------------|------------------|----------------------|---------------------------|-----------|--------------|----------|------------------------------|-----------|------------------------------------|-----------|---|-----------|
|                     |                  |                      | ESTIMATED COST            |           | No. FAMILIES |          | May 1944                     | May 1945  | May 1944                           | May 1945  | May 1944                                | May 1945  |
|                     |                  |                      | May 1944                  | May 1945  | May 1944     | May 1945 |                              |           |                                    |           |   |           |
| Total.....          | 77               | \$242,325            | \$12,075                  | \$258,325 | 17           | 88       | \$460,867                    | \$180,315 | \$168,441                          | \$386,066 | \$641,383                               | \$824,706 |
| Asheville.....      | 2                | 6,900                |                           | 6,900     | 2            |          | 525                          | 7,275     | 17,465                             | 17,580    | 17,990                                  | 31,755    |
| Burling on.....     | 1                | 1,800                |                           | 1,800     |              |          | 1,325                        |           | 450                                |           | 1,775                                   | 1,800     |
| Charlotte.....      | 11               | 39,600               |                           | 39,600    | 11           |          | 53,000                       | 8,530     | 11,279                             | 40,740    | 64,279                                  | 88,370    |
| Concord.....        |                  |                      | 400                       |           | 2            |          |                              | 250       |                                    | 2,000     | 400                                     | 2,250     |
| Durham.....         | 4                | 25,350               |                           | 25,350    | 4            |          | 250                          | 40,345    | 16,386                             | 42,885    | 16,636                                  | 108,580   |
| Elizabeth City..... | 5                | 7,425                |                           | 7,425     | 5            |          | 181,000                      | 500       | 565                                | 125       | 181,565                                 | 8,050     |
| Fayetteville.....   | 4                | 2,600                | 4,300                     | 2,600     | 8            | 4        | 925                          | 4,500     | 17,815                             | 6,525     | 23,040                                  | 13,625    |
| Gastonia.....       | 6                | 14,700               |                           | 14,700    | 6            |          | 3,000                        | 14,000    |                                    | 2,500     | 3,000                                   | 31,200    |
| Goldsboro.....      | 2                | 7,750                |                           | 7,750     | 2            |          | 22,300                       |           | 9,700                              | 11,750    | 32,500                                  | 19,500    |
| Greensboro.....     | 6                | 28,750               | 1,500                     | 28,750    | 2            | 6        | 210                          | 190       | 7,599                              | 24,470    | 9,309                                   | 53,410    |
| Greenville.....     | 2                | 8,150                |                           | 8,150     | 2            |          | 13,300                       |           | 550                                | 1,060     | 13,850                                  | 9,210     |
| Hickory.....        |                  |                      |                           |           |              |          | 400                          | 9,800     | 975                                | 17,250    | 1,375                                   | 27,050    |
| High Point.....     | 1                | 800                  |                           | 800       | 1            |          | 1,700                        | 5,000     | 24,104                             | 36,261    | 25,804                                  | 42,061    |
| Kinston.....        | 4                | 13,000               | 1,150                     | 13,000    | 2            | 7        | 925                          | 4,500     | 2,200                              |           | 4,275                                   | 17,500    |
| Lexington.....      | 4                | 10,000               | 925                       | 10,000    | 1            | 4        |                              | 7,000     | 1,290                              | 1,265     | 2,215                                   | 18,265    |
| New Bern.....       | 5                | 12,600               | 3,500                     | 12,600    | 1            | 5        | 1,480                        | 12,000    | 3,300                              | 48,990    | 8,280                                   | 73,590    |
| Raleigh.....        |                  |                      |                           |           |              |          | 68,575                       | 12,350    | 1,425                              | 52,150    | 70,000                                  | 64,500    |
| Reidsville.....     |                  |                      |                           |           |              |          |                              |           | 2,040                              | 700       | 2,040                                   | 700       |
| Rocky Mount.....    | 1                | 4,000                |                           | 4,000     | 1            |          | 1,275                        | 200       | 1,500                              | 8,250     | 2,775                                   | 12,450    |
| Salisbury.....      | 4                | 13,700               |                           | 13,700    | 4            |          |                              |           | 1,800                              | 1,900     | 1,800                                   | 15,600    |
| Shelby.....         | 2                | 3,500                |                           | 3,500     | 2            |          |                              | 200       |                                    | 1,300     |   | 5,000     |
| Statesville.....    | 2                | 5,500                |                           | 5,500     | 2            |          |                              | 17,750    |                                    |           |   | 23,250    |
| Thomasville.....    |                  |                      |                           |           |              |          |                              |           | 200                                | 200       | 200                                     | 200       |
| Wilmington.....     |                  |                      |                           |           |              |          | 5,347                        | 6,700     | 23,798                             | 36,660    | 29,145                                  | 43,360    |
| Wilson.....         | 6                | 11,000               | 300                       | 11,000    | 1            | 6        | 4,680                        | 2,250     | 2,500                              | 12,000    | 7,480                                   | 25,250    |
| Winston-Salem.....  | 5                | 25,200               |                           | 41,200    | 13           |          | 100,150                      | 26,975    | 21,500                             | 19,505    | 121,650                                 | 87,680    |



# Division of Standards and Inspections

## Child Labor Report, May 1945

### State Inspections

During the month of May, 1945, a total of 796 manufacturing, mercantile and service establishments employing 26,670 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations.

A total of 1,438 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law were reported by the inspectors. Immediate compliance was secured in 1,474 cases.

The violations and compliances were as follows:

|                           | Violations | Compliances |
|---------------------------|------------|-------------|
| Hour law .....            | 60         | 45          |
| Child labor .....         | 715        | 769         |
| Time records .....        | 35         | 39          |
| Drinking facilities ..... | 18         | 20          |
| Sanitation .....          | 119        | 138         |
| Seats .....               | 4          | 5           |
| Safety Code               |            |             |
| violations .....          | 247        | 202         |
| Other .....               | 240        | 256         |

The delayed reporting of compliances in the preceding month caused compliances to exceed the violations as shown above.

Six complaints alleging violations of the State labor laws and rules and regulations were investigated during the month. Suitable recommendations were made and com-

pliance promised in all cases where immediate compliance was not secured.

A variety store and bowling alley were prosecuted in May for violation of the child labor law. In the case of the bowling alley, judgment was suspended for two years on good behavior and payment of costs, which amounted to \$111.70. Judgment was suspended on payment of court costs in the case of the variety store.

### Wage-Hour and Public Contract Inspections

A total of 100 inspections were completed in North Carolina during the month of May 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that 13 were operating in compliance with the provisions of the acts, 34 were in violation of record-keeping provisions only, 44 were in violation of minimum wage or overtime provisions, and four were found not to be covered by the acts.

The review section closed and reported to the national office on 90 cases. Of these 6 were compliance cases, 77 showed violations and 7 were found not to be covered by the provisions of the act. Back wages in the amount of \$15,337.20 were secured for 581 employees. The back wages paid by the 38 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of 89 safety and health inspections were made under the Public Con-

Employment of minors under 18 years of age increased 42.0 percent in May as compared with April. A total of 5,038 permits were issued in May and 3,548 in April. May 1945 shows a decrease of 38.9 percent below May 1944 when 8,252 permits were issued.

Of the 5,038 certificates issued in May, 3,459—or 68.7 percent—were issued to boys and 1,579—or 31.3 percent—were issued to girls.

Minors 16 and 17 years of age received 4,137 certificates in May. Of these 2,928 were issued to boys and 1,209 to girls. Employment was distributed among industry as follows: Manufacturing, 2,898; non-manufacturing, 1,147; construction, 92.

Certificates were issued to 901 minors under 16 years of age in May, 531 of these being to boys and 370 to girls.

Of the 4,137 certificates issued to minors 16 and 17 years of age, 2,605 were first regular certificates. Of these 2,605 minors, 752—or 28.9 percent—had completed the sixth grade or less, 433—or 16.6 percent—had completed the seventh grade, 379—or 14.5 percent—had completed the eighth grade, 923—or 35.4 percent—had completed the ninth, tenth or eleventh grade, and 118—or 4.5 percent—had completed the twelfth or higher grade.

Of these 58 establishments were found to be operating in compliance with the State Code and 31 were found to be operating in violation of the State Code. The injury frequency rate regulations were being violated in 18 establishments.

## EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

May, 1945 Compared with April, 1945

| INDUSTRIES                             | FIRMS | EMPLOYMENT |        | PAY ROLLS   |        | AV. WKLY EARNINGS |        | AV. HRS. PER WEEK |        | AV. HRLY. EARNINGS |        |
|--|-------|------------|--------|-------------|--------|-------------------|--------|-------------------|--------|--------------------|--------|
|  |       | No.        | % CHG. | AMT.        | % CHG. | AMT.              | % CHG. | AMT.              | % CHG. | AMT.               | % CHG. |
| <i>Manufacturing:</i>                  |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL .....                            | 1,291 | 245,626    | — 2.2  | \$7,063,635 | — 2.9  | \$28.76           | — 0.7  | 40.2              | — 2.4  | 71.5               | + 1.7  |
| Brick, Tile and Terra Cotta .....      | 14    | 603        | + 1.0  | 15,336      | + 0.7  | 25.43             | — 0.4  | 43.9              | — 0.9  | 57.9               | + 0.5  |
| Cotton Goods .....                     | 319   | 107,954    | — 1.2  | 2,869,054   | — 1.0  | 26.58             | + 0.2  | 40.0              | — 3.4  | 66.4               | + 3.6  |
| Cottonseed Oil .....                   | 13    | 596        | — 5.2  | 17,152      | + 2.0  | 28.78             | + 7.7  | 51.8              | + 5.1  | 55.5               | + 2.4  |
| Dyeing and Finishing .....             | 19    | 4,430      | — 1.2  | 116,940     | — 3.6  | 26.40             | — 2.4  | 38.7              | — 3.7  | 68.2               | + 1.3  |
| Fertilizer .....                       | 45    | 1,644      | —31.0  | 41,363      | —37.0  | 25.16             | — 8.8  | 42.7              | — 5.1  | 59.0               | — 3.8  |
| Food and Kindred Products .....        | 210   | 5,416      | + 1.5  | 142,153     | + 1.7  | 26.25             | + 0.2  | 43.8              | — 1.1  | 59.9               | + 1.4  |
| Furn., Bedsprings and Mattresses ..... | 85    | 12,367     | — 0.2  | 299,247     | X      | 24.20             | + 0.2  | 39.7              | + 1.5  | 61.0               | — 1.3  |
| Hosiery—Full-fashion .....             | 61    | 12,241     | — 1.5  | 366,708     | — 1.8  | 29.96             | — 0.3  | 35.0              | — 1.7  | 85.6               | + 1.4  |
| Hosiery—Seamless .....                 | 127   | 14,992     | — 1.2  | 324,269     | — 2.6  | 21.63             | — 1.3  | 34.9              | — 1.4  | 61.9               | — 0.2  |
| Iron and Steel Group .....             | 19    | 6,572      | —11.5  | 224,895     | —11.6  | 34.22             | — 0.1  | 45.8              | — 0.4  | 74.8               | + 0.3  |
| Knit Goods—Flat .....                  | 11    | 4,623      | — 0.5  | 117,587     | — 1.7  | 25.44             | — 1.2  | 40.4              | — 1.5  | 63.0               | + 1.3  |
| Lumber (including planing mills) ..... | 67    | 4,638      | + 0.7  | 122,405     | — 0.4  | 26.39             | — 1.0  | 45.3              | — 1.9  | 58.3               | + 1.0  |
| Machinery Group .....                  | 52    | 2,788      | + 1.8  | 114,612     | — 0.3  | 41.11             | — 2.1  | 46.2              | — 1.1  | 89.0               | — 1.1  |
| Paper Boxes .....                      | 18    | 832        | — 2.1  | 19,796      | — 7.6  | 23.79             | — 5.7  | 38.3              | — 7.7  | 62.1               | + 2.3  |
| Pulp and Paper Mills .....             | 6     | 4,121      | — 1.2  | 172,687     | + 0.7  | 41.90             | + 1.9  | 45.6              | — 2.6  | 92.0               | + 4.8  |
| Printing and Publishing .....          | 27    | 738        | — 1.7  | 27,140      | — 0.8  | 36.78             | + 0.9  | 38.8              | — 0.8  | 94.8               | + 1.7  |
| Rayon Goods .....                      | 22    | 7,564      | — 0.4  | 213,483     | — 1.3  | 28.22             | — 0.9  | 41.6              | — 2.1  | 67.8               | + 1.2  |
| Stemmeries and Redrying Plants .....   | 26    | 7,711      | —14.3  | 176,060     | —17.3  | 22.83             | — 3.5  | 37.9              | — 3.8  | 60.3               | + 0.3  |
| Tobacco Products .....                 | 8     | 12,934     | — 1.4  | 391,177     | — 7.4  | 30.24             | — 6.1  | 39.1              | — 5.6  | 77.3               | — 0.6  |
| Woolen Mills .....                     | 9     | 4,414      | + 2.7  | 130,239     | + 2.3  | 29.51             | — 0.4  | 42.6              | — 1.8  | 69.2               | + 1.3  |
| Other industries .....                 | 133   | 28,448     | — 2.4  | 1,161,332   | — 3.0  | 40.82             | — 0.6  | 42.2              | — 1.2  | 96.7               | + 0.6  |
| <i>Nonmanufacturing:</i>               |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL .....                            | 739   | 13,999     | — 0.2  | 318,896     | — 1.5  | 22.78             | — 1.3  | 40.3              | — 1.7  | 56.3               | + 0.4  |
| Retail .....                           | 443   | 7,598      | — 0.8  | 147,142     | — 1.8  | 19.37             | — 1.0  | 35.7              | — 1.9  | 54.2               | + 1.1  |
| Wholesale .....                        | 174   | 2,138      | + 0.2  | 81,028      | — 2.6  | 37.90             | — 2.8  | 43.9              | — 2.0  | 86.4               | — 0.8  |
| Laundries, Dyeing and Cleaning .....   | 38    | 1,763      | + 1.3  | 32,374      | — 0.6  | 18.36             | — 1.3  | 47.4              | — 1.9  | 38.8               | + 0.3  |
| Mines and Quarries .....               | 29    | 635        | + 0.6  | 16,707      | — 0.8  | 26.31             | — 1.4  | 43.4              | — 4.8  | 60.6               | + 3.4  |
| Public Utilities .....                 | 36    | 713        | no ch. | 23,941      | + 0.7  | 33.58             | + 0.7  | 45.5              | — 0.9  | 73.8               | + 1.5  |
| Hotels .....                           | 19    | 1,152      | — 0.5  | 17,704      | + 0.5  | 15.37             | + 1.1  | 48.4              | + 3.0  | 31.8               | — 1.9  |
| TOTAL ALL MFG. AND NONMFG. ....        | 2,030 | 259,625    | — 2.1  | \$7,382,531 | — 2.8  | \$28.44           | — 0.7  | 40.2              | — 2.4  | 70.7               | + 1.7  |

X Less than .1%.



## FIRST WORLD WAR II VETERAN INDENTURED UNDER APPRENTICESHIP TRAINING PROGRAM

(Continued from page one)

Apprentice training programs have been adopted for the automobile industry in Goldsboro, Rocky Mount, Fayetteville and Charlotte and will be made available to the industry in any section of the State, and apprentice training programs are or will be available to companies, corporations or firms interested in training unskilled workers in trades requiring two years or more training.

Any firm interested in having an organized apprenticeship program in their shop or plant should contact C. L. Beddingfield, State Director of Apprentice Training, State Department of Labor, Raleigh, N. C.

## INDUSTRIAL SAFETY AND HEALTH

(Continued from page one)

It is gratifying to note that with the passing of VE-Day some of the restrictions are being lifted. Others should and will follow and with the conclusion of the war in the Pacific these temporary war agencies, so vital during the war, will no longer be needed. Employment ceilings, building restrictions, priority requirements and wage controls will then be determined in accordance with our former democratic economic processes.

Many plants are already beginning to make changes looking to the betterment of their employees. The safety and health of these employees is vital to both management and labor; the elimination of industrial accidents and disease is a joint enterprise; working together we cannot fail.

## Nonagricultural Employment

During recent months, due to lack of space, data relative to the total number of employees in nonagricultural establishments have been omitted from this publication.

The accompanying table presents estimates for all months currently available and not previously published herein. These estimates are prepared by the United States Department of Labor, Bureau of Labor Statistics.

ESTIMATES OF EMPLOYEES IN NONAGRICULTURAL ESTABLISHMENTS IN NORTH CAROLINA\*

| MONTH AND YEAR | TOTAL   | % OF CHANGE FROM PREVIOUS MONTH | % OF CHANGE FROM PREVIOUS YEAR | MANUFACTURING | % OF CHANGE FROM PREVIOUS MONTH | % OF CHANGE FROM PREVIOUS YEAR |
|----------------|---------|---------------------------------|--------------------------------|---------------|---------------------------------|--------------------------------|
| <b>1944</b>    |         |                                 |                                |               |                                 |                                |
| September      | 715,000 | +0.1                            | -3.6                           | 357,000       | -1.4                            | -5.8                           |
| October        | 711,000 | -0.6                            | -4.4                           | 354,000       | -0.8                            | -7.3                           |
| November       | 712,000 | +0.1                            | -3.7                           | 356,000       | +0.6                            | -7.3                           |
| December       | 716,000 | +0.6                            | -3.8                           | 359,000       | +0.8                            | -6.0                           |
| <b>1945</b>    |         |                                 |                                |               |                                 |                                |
| January        | 697,000 | -2.7                            | -2.4                           | 357,000       | -0.6                            | -5.6                           |
| February       | 692,000 | -0.7                            | -2.7                           | 355,000       | -0.6                            | -5.6                           |
| March          | 688,000 | -0.6                            | -2.3                           | 351,000       | -1.1                            | -5.1                           |

\*Source: United States Department of Labor, Bureau of Labor Statistics.

## Labor Turnover in April, 1945

According to a current release by the Bureau of Labor Statistics of the United States Department of Labor, for every 1,000 workers on factory pay rolls in April, 48 quit, 6 were discharged, 8 were laid off, and 4 left to enter the armed services. The accession rate, 46 per 1,000, was the lowest since November, 1941, the month before Pearl Harbor.

The total separation rate for all manufacturing, 66 per 1,000, was slightly below that of both last month and a year ago. Only 4 of the 20 major manufacturing groups showed increases in the total separation rate. In two of these, transportation equipment and automobiles, the increases in separations reflected lay-offs resulting from contract cancellations and product changes.

In manufacturing as a whole, the lay-off of 8 per 1,000 was the highest since March 1944. The lay-offs from 9 to 11 in the munitions group was almost wholly responsible for the over-all increase. The transportation equipment group laid off workers at the rate of 25 per 1,000, the highest rate for all manufacturing groups. Curtailed production schedules in shipbuilding, aircraft and aircraft parts industries accounted for this rise. Lay-off rates of 10 per 1,000 were reported by both the ordinance and automobile groups. In ordinance, cut-backs in the production of guns and heavy ammunition necessitated the dismissal of large numbers of workers. Although lay-offs decreased for the iron and steel group, firms making ship parts in the fabricated structural metal products industry laid off workers at the rate of 21 per 1,000.

The discharge rate dropped slightly over the month but was on the same level with that of one year ago. This rate dropped from 9 to 8 per 1,000 in the munitions group, while that for the nonmunitions remained the same.

Women continued to quit at a much higher rate than men in manufacturing work. Involuntary separations were approximately the same for both.

## Employment and Pay Rolls May, 1945

For the fifth successive month employment in North Carolina industry showed a decline. Two thousand and thirty establishments reported employing 259,625 production workers in May as compared with 265,084 in April—a decline of 2.1 percent.

Pay rolls, according to reports from these firms, totaled \$7,382,531 in May and \$7,595,236 in April, a decrease of 2.8 percent. Man-hours worked in May amounted to 10,437,567 compared with 10,924,485 in April, a decrease of 4.5 percent.

The average employee worked 40.2 hours per week in May compared with 41.2 hours in April; earned 70.7 cents an hour in May compared with 69.5 cents an hour in April; and earned \$28.44 per week in May compared with \$28.65 a week in April.

The decrease of 2.4 percent in average hours worked per week is largely attributable to the fact that many establishments closed on VE-Day. In some industry segments where the holiday was more general than in others the result is particularly evident. Expected seasonal decreases in employment occurred in the cottonseed oil, fertilizer and tobacco industries.

Average hourly earnings for the various industries were as follows: Manufacturing: Printing and publishing, 94.8 cents; pulp and paper mills, 92.0 cents; machinery group, 89.0 cents; full-fashioned hosiery, 85.6 cents; tobacco products, 77.3 cents; iron and steel group, 74.8 cents; woolen mills, 69.2 cents; dyeing and finishing, 68.2 cents; rayon goods, 67.8 cents; cotton goods, 66.4 cents; flat knit goods, 63.0 cents; paper boxes, 62.1 cents; seamless hosiery, 61.9 cents; furniture, mattresses and bed springs, 61.0 cents; stemmeries and redrying plants, 60.3 cents; food and kindred products, 59.9 cents; fertilizer, 59.0 cents; lumber, including planing mills, 58.3 cents; brick, tile and terra cotta, 57.9 cents; cottonseed oil, 55.5 cents.

Nonmanufacturing Industries: Wholesale, 86.4 cents; public utilities, 73.8 cents; mines and quarries, 60.6 cents; retail, 54.2 cents; laundries, dyeing and cleaning, 38.8 cents; hotels, 31.8 cents.

In the manufacturing industries average hourly earnings amounted to 71.5 cents, an increase of 1.7 percent; average hours worked per week were 40.2, a decrease of 2.4 percent; and average weekly earnings were \$28.76, a decrease of 0.7 percent.

In the nonmanufacturing group average hourly earnings amounted to 56.5 cents, an increase of 0.4 percent; average hours worked per week were 40.3, a decrease of 1.7 percent; and average weekly earnings were \$22.78, a decrease of 1.3 percent.



# Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

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## No More Sixteen- and Seventeen-Year-Old Girls On Government Contracts

The wartime exemption under which employment of as many as a quarter of a million 16- and 17-year-old girls had been permitted in the execution of government contracts under the Walsh-Healey Act, will be cancelled October 1, it has been announced by Forrest H. Shuford, Commissioner of Labor and administrator of the act in North Carolina.

The revocation order, one of the last acts in office of former Secretary of Labor Frances Perkins, was issued on advice of the War Manpower Commission that the labor supply will be adequate for war production without the addition to the labor force of 16- and 17-year-old girls not previously employed. By its terms, the employment of 16- and 17-year-old girls will again be forbidden on all public contracts after October 1, except that those working on a contract on that date may continue indefinitely in the employ of the same contractor under the same restrictions previously required covering safety, health and hours of work, according to Shuford.

Mr. Shuford listed these restrictions as follows:

1. No girl under 16 years of age shall be employed.
2. No girl under 18 years of age shall be employed for more than eight hours in any one day, or between the hours of 10 p.m. and 6 a.m., or in any way contrary to State laws governing hours of work.
3. No girl under 18 years of age shall be employed in any operation or occupation which, under the Fair Labor Standards Act or under any State law or administrative ruling, is determined to be hazardous in nature or dangerous to health.
4. For every girl under the age of 18 years employed by him the contractor shall obtain and keep on file a certificate of age showing that the girl is at least 16 years of age.
5. A specific and definite luncheon period of at least 30 minutes be regularly granted any women workers under 18 years of age.
6. No girl under 18 shall be employed at less than the minimum hourly rate set by or under the Fair Labor Standards Act or the Walsh-Healey Public Contracts Act for the industry in which the exemption is granted.

The Public Contracts Act stipulations are included in all Federal Government supply contracts for more than \$10,000. They provide liquidated damages of \$10 a day each minor is illegally employed, Shuford said.

## Employment and Pay Rolls June, 1945

Employment in North Carolina industry continued to decline in June for the sixth successive month. However, for the first time since December, 1944, a slight increase is noted in employment in the cotton goods industry.

Two thousand and fifty-eight establishments reported employing 259,077 production workers in June as compared with 260,035 in May—a decline of 0.4 percent. Pay rolls, according to reports from these same firms, totaled \$7,679,279 per week in June as compared with \$7,390,730 in May, an increase of 3.9 percent. Man-hours worked in June rose to 10,694,107 compared with 10,449,162 in May, a rise of 2.3 percent. The average employee of these reporting firms worked 41.3 hours per week in June compared with 40.2 in May; earned 71.8 cents an hour in June compared with 70.7 cents an hour in May; and earned \$29.64 per week in June compared with \$28.42 per week in May. The longer work week, together with the slightly higher hourly wage resulted in the increased weekly earnings. These same two factors served to increase pay rolls in spite of decreased employment.

Significant decreases are noted in the employment in the seasonal fertilizer and cottonseed oil industries, and while significant, the decreases in these industries are not sufficient to account for the employment drop in the total figures.

Average hourly earnings for the various industries were as follows:

Manufacturing: Pulp and paper mills, 94.8 cents; printing and publishing, 93.2 cents; machinery group, 87.7 cents; hosiery—full-fashioned, 86.5 cents; tobacco products, 80.1 cents; iron and steel, 75.4 cents; rayon goods, 72.4 cents; woolen, 70.9 cents; dyeing and finishing, 69.7 cents; cotton goods, 68.0 cents; stemmeries and redrying plants, 64.1; hosiery—seamless, 63.3 cents; knit goods—flat, 62.7 cents; furniture, mattresses and bed springs, 61.3 cents; paper boxes, 61.0 cents; fertilizer, 60.9 cents; food and kindred products, 59.9 cents; lumber, 59.2 cents; brick, tile and terra cotta, 58.3 cents; cottonseed oil, 57.1 cents.

Nonmanufacturing Industries: Wholesale, 84.5 cents; public utilities, 75.0 cents; mines and quarries, 60.5 cents; retail, 53.5 cents; laundries, dyeing and cleaning, 38.7 cents; hotels, 31.7 cents.

In the manufacturing group as a whole average hourly earnings amounted to 72.7 cents, an increase of 1.5 percent over May;

(Continued on page three)

## Trend of Child Labor in North Carolina

The war years from 1940 to 1945 have changed the picture of child labor and youth employment in North Carolina. During June, 1945, more than 11,000 employment certificates were issued to minors 17 years of age or less—about the number that were issued during the entire year 1940. During this war period the urgent demand for workers of all ages, especially in war production, the opening up of new job opportunities for minors, high wartime wages, patriotic pressures, and social restlessness have pushed the numbers of employed boys and girls up to unprecedented levels.

Employment certificates issued, which show the trend in child labor from year to year rather than a cross section of the actual number of young workers employed at any given moment, indicate that more than five times as many boys and girls aged 14 through 17 years entered the labor market in 1944 as in 1940.

North Carolina may justly be proud of the fact that in the nation we fall far down among the list of states from the standpoint of percentage increase in the issuance of employment certificates. We can likewise be proud that there has been only slight relaxation of child labor regulations in this State during these war years. Such relaxation has mainly permitted later working hours only.

War demands for labor and new types of job openings have brought about a great change in the industries and occupations entered by young workers. Forty-seven percent of the 16- and 17-year-olds who received certificates in 1940 were employed in manufacturing and 53 percent in non-manufacturing. By 1943, more than 66 percent of these boys and girls were going into manufacturing. Figures for 1944 indicated that the pendulum had begun to swing back and it comes as a surprise, when we examine figures for the first six months of 1945, to find that more minors are being employed in manufacturing now than during the peak in 1943. The employment of extra help by retail, wholesale and service establishments during the holiday seasons later in the year may balance to some extent the present trend.

The upward trend of child labor in North Carolina has not been sufficiently large to become alarming until recently. With the coming VE-Day we quite naturally expected the issuance of child labor certificates to substantially decrease. This has not happened, but to the contrary nearly as many certificates have been issued in the first six months of 1945 as were issued in the first six months of 1944.

It seems that the partial demobilization of our armed forces and the resulting return, in ever-increasing numbers, of war

(Continued on page four)



## NORTH CAROLINA Labor and Industry

Issued Each Month by the  
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Sent Free Upon Request

FORREST H. SHUFORD  
Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

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### June Child Labor Report

An all-time high of 11,067 permits were issued in North Carolina during the month of June to minors under 18 years of age. This is an increase of 119.7 percent over May, 1945, when 5,038 permits were issued, and an increase of 17.9 percent over June, 1944, when 9,389 permits were issued.

Of the 11,067 certificates issued in June, 7,056—or 63.8 percent—were issued to boys and 4,011—or 36.2 percent—to girls.

Minors 16 and 17 years of age received 9,111 certificates in June, 5,725 of these being issued to boys and 3,386 to girls. Employment of these minors was distributed among industry as follows: Manufacturing, 6,115; nonmanufacturing, 2,608; construction, 388.

Certificates were issued to 1,956 minors under 16 years of age in June; 1,331 of these being issued to boys and 625 to girls.

Of the 9,111 certificates issued to minors 16 and 17 years of age, 4,936 were first regular certificates, or certificates issued for the first time to minors becoming regularly employed. Of these minors, 672—or 13.6 percent—had completed the sixth grade or less; 434—or 8.8 percent—had completed the seventh grade; 579—or 11.7 percent—had completed the eighth grade; 2,597—or 52.6 percent—had completed the ninth, tenth or eleventh grade, and 654—or 13.2 percent—had completed grade twelve or higher.

During the current year 31,381 permits have been issued in North Carolina. Of this number 21,475—or 68.4 percent—were issued to boys and 9,906—or 31.6 percent—to girls. Of the total number issued 25,—  
(Continued on page four)

### Charlotte Leads in Building Construction in 26 Reporting Cities

More than one and a half million dollars worth of building construction was started in North Carolina cities during June, 90.8 percent more than in May when about \$25 thousand dollars worth was started. The volume of work started this month was 191.7 percent more than in June, 1944, when about 540 thousand dollars worth was started.

During June 578 building permits were issued compared with 576 in May and 486 in June, 1944.

Of the total amount authorized for construction in June, \$346,908 was for new residential construction; \$684,058 was for new nonresidential construction, and \$542,218 was for additions, alterations and repairs.

Charlotte led the cities with authorized construction valued at \$393,717; Lexington was second with \$284,800, and Raleigh was third with \$140,225.

### Morehead City Leads Towns

The 19 reporting towns with populations of less than 10,000 reported an estimated expenditure of \$330,991 on building construction during June. Of this sum \$227,800 was spent on residential buildings, \$24,840 was for nonresidential buildings, and \$28,351 was for additions, alterations and repairs.

Morehead City led the towns reporting with an expenditure of \$256,200, William-

### Type of June Building Construction in 26 Reporting Cities

| Type of Building   | Buildings for Which Permits Were Issued |                  |
|--|---|------------------|
|  | No.                                     | Cost             |
| <b>RESIDENTIAL BUILDINGS:</b>  |   |                  |
| One-family dwellings .....   | 101                                     | \$321,083        |
| Two-family dwellings .....   | 8                                       | 25,825           |
| <b>TOTAL.....</b>  | <b>109</b>                              | <b>\$346,908</b> |
| <b>NONRESIDENTIAL BUILDINGS:</b>                                     |   |                  |
| Amusement and recreation places ....                                 | 1                                       | \$ 10,000        |
| Churches .....   | 7                                       | 60,685           |
| Factories, bakeries, ice plants, laundries and other workshops ..... | 14                                      | 181,327          |
| Garages, public .....  | 1                                       | 10,000           |
| Garages, private (when separate from dwellings) .....                | 24                                      | 5,315            |
| Institutions (Include hospitals, asylums, sanitariums, etc.) .....   | 1                                       | 264,000          |
| Office buildings, including banks.....                               | 4                                       | 13,396           |
| Sheds, poultry houses, contractors' temporary offices, etc.....      | 7                                       | 2,215            |
| Stables and barns .....  | 2                                       | 700              |
| Stores and other mercantile buildings                                | 37                                      | 112,628          |
| All other nonresidential .....                                       | 6                                       | 23,792           |
| <b>TOTAL.....</b>  | <b>104</b>                              | <b>\$684,058</b> |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                           |   |                  |
| Housekeeping dwellings .....   | 222                                     | \$193,013        |
| Nonhousekeeping dwellings .....                                      | 51                                      | 25,064           |
| On nonresidential buildings .....                                    | 92                                      | 324,141          |
| <b>TOTAL.....</b>  | <b>365</b>                              | <b>\$542,218</b> |

ston was second and Lumberton was third.

The towns that reported were Asheboro, Cherryville, Clinton, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lumberton, Mooresville, Morehead City, Mount Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Southern Pines, Spindale and Williamston.

### SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JUNE, 1944 AND JUNE, 1945

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---------------------------------------|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|                                       | June 1944           | June 1945 | Percentage Change | June 1944      | June 1945   | Percentage Change |
| Total.....                            | 486                 | 578       | + 18.9            | \$539,357      | \$1,573,184 | +191.7            |
| Residential buildings.....            | 37                  | 109       | +194.6            | 46,325         | 346,908     | +648.9            |
| Nonresidential buildings.....         | 70                  | 104       | + 48.6            | 207,458        | 684,058     | +229.7            |
| Additions, alterations and repairs... | 379                 | 365       | - 3.7             | 285,574        | 542,218     | + 89.9            |

### SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MAY, 1945 AND JUNE, 1945

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---------------------------------------|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|                                       | May 1945            | June 1945 | Percentage Change | May 1945       | June 1945   | Percentage Change |
| Total.....                            | 576                 | 578       | + .3              | \$824,706      | \$1,573,184 | + 90.8            |
| Residential buildings.....            | 79                  | 109       | +37.9             | 258,325        | 346,908     | + 34.3            |
| Nonresidential buildings.....         | 77                  | 104       | +35.1             | 180,315        | 684,058     | +279.4            |
| Additions, alterations and repairs... | 420                 | 365       | -13.1             | 386,066        | 542,218     | + 40.4            |

### SUMMARY OF JUNE, 1945 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA

Total of June, 1944 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |           |              |           | NEW NONRESIDENTIAL BUILDINGS |           | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-----------|--------------|-----------|------------------------------|-----------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |           | No. FAMILIES |           | June 1944                    | June 1945 | June 1944                          | June 1945 | June 1944                               | June 1945   |
|                     |                  |                      | June 1944                 | June 1945 | June 1944    | June 1945 |                              |           |                                    |           |   |             |
| Total.....          | 109              | \$346,908            | \$46,325                  | \$346,908 | 37           | 117       | \$307,458                    | \$684,058 | \$185,574                          | \$542,218 | \$539,357                               | \$1,573,184 |
| Asheville.....      | 6                | 10,050               | 925                       | 10,050    | 5            | 5         | 610                          | 1,500     | 12,288                             | 14,987    | 13,823                                  | 26,537      |
| Burlington.....     | 2                | 4,900                |                           | 4,900     |              | 2         |                              | 14,000    |                                    |           |   | 18,900      |
| Charlotte.....      | 27               | 124,860              |                           | 124,860   |              | 28        | 47,928                       | 103,519   | 47,776                             | 165,338   | 95,704                                  | 393,717     |
| Concord.....        | 1                | 1,700                |                           | 1,700     |              | 1         | 1,300                        |           | 1,900                              | 3,625     | 3,200                                   | 5,325       |
| Durham.....         | 9                | 47,550               |                           | 47,550    |              | 9         |                              | 8,800     | 4,880                              | 44,675    | 4,880                                   | 101,025     |
| Elizabeth City..... | 4                | 7,950                | 5,200                     | 7,950     | 5            | 4         |                              | 475       | 675                                | 325       | 5,875                                   | 8,750       |
| Fayetteville.....   | 11               | 8,000                | 2,900                     | 8,000     | 7            | 11        | 8,900                        | 13,175    | 4,540                              |           | 16,340                                  | 21,175      |
| Gastonia.....       | 1                | 2,750                | 16,800                    | 2,750     | 6            | 1         | 1,600                        | 11,000    |                                    |           | 18,400                                  | 13,750      |
| Goldsboro.....      | 2                | 2,750                | 9,800                     | 2,750     | 3            | 2         | 2,800                        | 30,200    | 1,350                              | 4,075     | 13,050                                  | 37,025      |
| Greensboro.....     | 15               | 59,000               | 1,800                     | 59,000    | 2            | 15        | 265                          | 25,430    | 13,180                             | 31,045    | 15,245                                  | 115,475     |
| Greenville.....     | 1                | 1,200                |                           | 1,200     |              | 1         | 250                          |           | 550                                | 250       | 800                                     | 1,450       |
| Hickory.....        |                  |                      |                           |           |              |           |                              | 4,000     | 1,400                              | 7,500     | 1,400                                   | 11,500      |
| High Point.....     | 5                | 9,450                | 1,200                     | 9,450     | 2            | 5         | 10,765                       | 39,900    | 29,224                             | 51,016    | 41,189                                  | 100,366     |
| Kinston.....        |                  |                      | 2,300                     |           | 2            |           | 3,300                        | 2,400     | 1,350                              |           | 6,950                                   | 2,400       |
| Lexington.....      | 3                | 12,500               |                           | 12,500    |              | 3         | 4,900                        | 268,500   | 3,352                              | 3,800     | 8,252                                   | 284,800     |
| New Bern.....       |                  |                      |                           |           |              |           | 2,600                        |           | 7,460                              | 5,800     | 10,060                                  | 5,800       |
| Raleigh.....        |                  |                      |                           |           |              |           | 43,175                       | 41,125    | 2,650                              | 99,100    | 45,825                                  | 140,225     |
| Reidsville.....     | 2                | 2,000                |                           | 2,000     |              | 2         |                              | 28,000    | 800                                |           | 800                                     | 30,000      |
| Rocky Mount.....    | 1                | 2,500                |                           | 2,500     |              | 1         | 63,750                       | 10,275    | 600                                | 13,000    | 64,350                                  | 25,775      |
| Salisbury.....      | 4                | 7,698                |                           | 7,698     |              | 4         | 350                          | 2,000     | 1,682                              | 22,875    | 2,032                                   | 32,573      |
| Shelby.....         | 2                | 3,000                |                           | 3,000     |              | 3         |                              | 21,000    |                                    |           |   | 24,000      |
| Statesville.....    | 2                | 10,000               | 1,800                     | 10,000    | 2            | 2         | 5,500                        | 1,763     | 1,800                              |           | 9,100                                   | 11,763      |
| Thomasville.....    | 2                | 4,100                |                           | 4,100     |              | 2         |                              |           | 2,300                              | 4,300     | 2,300                                   | 8,400       |
| Wilmington.....     |                  |                      | 3,000                     |           | 1            |           | 3,300                        | 48,596    | 11,186                             | 39,154    | 17,486                                  | 87,750      |
| Wilson.....         | 3                | 3,700                | 600                       | 3,700     | 2            | 3         | 3,200                        |           | 1,500                              | 975       | 5,300                                   | 4,675       |
| Winston-Salem.....  | 7                | 21,250               |                           | 21,250    |              | 13        | 102,965                      | 8,400     | 33,131                             | 30,378    | 136,096                                 | 60,023      |



# Division of Standards and Inspections

## State Inspections

During the month of June 1945 a total of 809 manufacturing, mercantile and service establishments employing a total of 40,554 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,487 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law. Immediate compliance was secured in 1,099 cases. In the remaining cases steps are being taken to secure compliance at the earliest possible date.

The violations and compliances were as follows:

|                     | Violations | Compliances |
|---------------------|------------|-------------|
| Hour Law.....       | 58         | 39          |
| Child Labor.....    | 672        | 560         |
| Time Records.....   | 22         | 15          |
| Drinking Facilities | 23         | 19          |
| Sanitation.....     | 141        | 71          |
| Seats.....          | 2          | 2           |
| Safety Code         |            |             |
| Violations .....    | 374        | 253         |
| Other .....         | 195        | 140         |

During the month of June 13 complaints alleging violations of the child labor law were investigated by the Department of Inspections. Violations were substantiated

in eight of these cases and immediate compliance secured. Three complaints alleging violations of the State maximum hour law and rules and regulations were investigated. Violations were found in two of the cases and compliance secured. In the other case, the inspector was unable to substantiate the alleged violations.

Two prosecutions were completed during the month. One textile manufacturing plant was prosecuted and found guilty of violating the State maximum hour law. The defendant was given a thirty-day sentence, suspended on payment of court costs, which amounted to \$11.70. One restaurant was prosecuted and found guilty of violating the State child labor law. The defendant was fined \$25 and court costs, which amounted to a total of \$31.

## Wage-Hour and Public Contract Inspections

A total of 120 inspections were completed in North Carolina during the month of June, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that 20 were operating in compliance with the provisions of the acts, 46 were in violation of recordkeeping provisions only, 43 were in violation of minimum wage or overtime provisions, and 12 were found not to be covered by the acts or exempt from the provisions thereof.

The review section closed and reported

to the national office on 74 cases. Of these 10 were compliance cases and 64 showed violations. Back wages in the amount of \$10,544.03 were secured for 218 employees. The back wages paid by the 26 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contract Act.

A total of 35 safety and health inspections were made under the Public Contracts Act. Of these, 28 establishments were found to be operating in compliance with the State code and seven were found to be operating in violation of the State code. The injury frequency rate regulations were being violated in eight establishments.

## EMPLOYMENT AND PAY ROLLS

(Continued from page one)

average hours worked per week were 41.2, an increase of 2.5 percent over May; and average weekly earnings were \$29.98, an increase of 4.2 percent. Wage-rate increases allowed by WLB in June in the textile industries account for the higher hourly earnings in manufacturing industries. The increase in the work-week is, in part, attributed to the VE holiday taken by many plants in May. These increases account for the increased average weekly earnings.

In the nonmanufacturing group average hourly earnings amounted to 55.9 cents which shows no change from May; average weekly earnings were \$23.46, an increase of 5.1 percent over May.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

June, 1945 Compared with May, 1945

| INDUSTRIES                            | FIRMS | EMPLOYMENT |        | PAY ROLLS   |        | AV. WKLY EARNINGS |        | AV. HRS. PER WEEK |        | AV. HRLY. EARNINGS |        |
|---------------------------------------|-------|------------|--------|-------------|--------|-------------------|--------|-------------------|--------|--------------------|--------|
|                                       |       | No.        | % CHG. | AMT.        | % CHG. | AMT.              | % CHG. | AMT.              | % CHG. | AMT.               | % CHG. |
| <b>Manufacturing:</b>                 |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL .....                           | 1,319 | 245,567    | — .2   | \$7,362,341 | + 4.0  | \$29.98           | + 4.2  | 41.2              | + 2.5  | 72.7               | + 1.5  |
| Brick, Tile, Terra Cotta .....        | 14    | 634        | + 5.1  | 16,117      | + 5.1  | 25.42             | X      | 43.6              | — .7   | 58.3               | + .7   |
| Cotton Goods .....                    | 317   | 107,937    | + .1   | 3,028,843   | + 5.8  | 28.06             | + 5.6  | 41.3              | + 3.3  | 68.0               | + 2.3  |
| Cottonseed Oil .....                  | 13    | 527        | —11.6  | 15,365      | —10.4  | 29.16             | + 1.3  | 51.0              | — 1.5  | 57.1               | + 2.9  |
| Dyeing and Finishing .....            | 19    | 4,498      | + 1.5  | 127,253     | + 8.8  | 28.29             | + 7.2  | 40.5              | + 4.7  | 69.7               | + 2.2  |
| Fertilizer .....                      | 44    | 1,244      | —21.4  | 32,926      | —16.2  | 26.47             | + 6.6  | 43.5              | + 2.6  | 60.9               | + 3.9  |
| Food and Kindred Products .....       | 216   | 6,749      | + 6.1  | 176,090     | + 6.8  | 26.09             | + .7   | 43.6              | + .7   | 59.9               | no ch. |
| Furn., Bedsprings and Mattresses..... | 85    | 12,596     | + 2.7  | 311,356     | + 5.5  | 24.72             | + 2.8  | 40.3              | + 1.5  | 61.3               | + 1.3  |
| Hosiery, Full-fashion .....           | 58    | 12,216     | + .9   | 384,766     | + 6.3  | 31.50             | + 5.3  | 36.4              | + 4.0  | 86.5               | + 1.1  |
| Hosiery, Seamless .....               | 126   | 14,715     | + 1.0  | 334,034     | + 5.8  | 22.70             | + 4.8  | 35.9              | + 2.6  | 63.3               | + 2.3  |
| Iron and Steel Group .....            | 26    | 6,237      | — 6.8  | 217,235     | — 5.0  | 34.83             | + 1.9  | 46.2              | + 1.1  | 75.4               | + .8   |
| Knit Goods, Flat .....                | 11    | 4,666      | + .9   | 119,149     | + 1.3  | 25.54             | + .4   | 40.7              | + .7   | 62.7               | — .5   |
| Lumber (including planing mills)..... | 67    | 4,657      | + 5.7  | 126,335     | + 7.7  | 27.13             | + 1.9  | 45.8              | + 1.1  | 59.2               | + .7   |
| Machinery Group .....                 | 57    | 3,107      | + 5.5  | 125,248     | + 4.4  | 40.31             | — 1.0  | 46.0              | — .4   | 87.7               | — .6   |
| Paper Boxes .....                     | 18    | 846        | + 1.7  | 21,223      | + 7.2  | 25.09             | + 5.5  | 41.1              | + 7.3  | 61.0               | — 1.8  |
| Pulp and Paper Mills .....            | 6     | 4,149      | + .7   | 184,504     | + 6.8  | 44.47             | + 6.1  | 46.9              | + 2.9  | 94.8               | + 3.0  |
| Printing and Publishing .....         | 38    | 1,086      | + .2   | 39,137      | — 2.3  | 36.04             | — 2.5  | 38.7              | — .5   | 93.2               | — 1.9  |
| Rayon Goods .....                     | 22    | 7,721      | + 2.1  | 239,546     | +12.2  | 31.03             | +10.0  | 42.9              | + 3.1  | 72.4               | + 6.8  |
| Stemmeries and Redrying Plants.....   | 26    | 6,903      | —10.5  | 176,335     | + .2   | 25.54             | +11.9  | 39.9              | + 5.3  | 64.1               | + 6.3  |
| Tobacco Products .....                | 8     | 12,952     | + .1   | 424,407     | + 8.5  | 32.77             | + 8.5  | 40.9              | + 4.6  | 80.1               | + 3.6  |
| Woolen Mills .....                    | 9     | 4,549      | + 3.1  | 139,046     | + 6.8  | 30.57             | + 3.6  | 43.1              | + 1.2  | 70.9               | + 2.5  |
| Other Industries .....                | 139   | 27,578     | — 3.2  | 1,122,426   | — 3.5  | 40.70             | — .3   | 42.3              | no ch. | 96.2               | — .4   |
| <b>Nonmanufacturing:</b>              |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL .....                           | 739   | 13,510     | — 3.0  | \$ 316,938  | + 1.9  | \$23.46           | + 5.1  | 41.9              | + 5.0  | 55.9               | no ch. |
| Retail .....                          | 440   | 7,289      | — 4.4  | 148,539     | + 3.1  | 20.38             | + 7.8  | 38.1              | + 7.9  | 53.5               | no ch. |
| Wholesale .....                       | 172   | 2,035      | + .2   | 77,610      | + 1.7  | 38.14             | + 1.4  | 45.1              | + 2.3  | 84.5               | — .8   |
| Laundries, Dyeing and Cleaning.....   | 43    | 1,617      | — 7.8  | 29,884      | — 5.7  | 18.48             | + 2.3  | 47.7              | + .8   | 38.7               | + 1.0  |
| Mines and Quarries .....              | 29    | 660        | + 3.6  | 18,303      | + 8.5  | 27.73             | + 4.7  | 45.9              | + 5.5  | 60.5               | — .5   |
| Public Utilities .....                | 34    | 716        | + .4   | 24,519      | + 2.4  | 34.24             | + 2.0  | 45.6              | + .2   | 75.0               | + 1.6  |
| Hotels .....                          | 21    | 1,193      | + 1.6  | 18,083      | + .6   | 15.16             | — 1.0  | 47.9              | — 1.0  | 31.7               | no ch. |
| TOTAL ALL MFG. AND NONMFG. ....       | 2,058 | 259,077    | — .4   | \$7,679,279 | + 3.9  | \$29.64           | + 4.3  | 41.3              | + 2.7  | 71.8               | + 1.6  |

X Less than .1%.



## MANUFACTURING EMPLOYMENT IN NORTH CAROLINA, JUNE, 1944 AND JUNE, 1945

In June, 1944, the North Carolina Department of Labor, in coöperation with the Bureau of Labor Statistics of the United States Department of Labor, conducted a survey of all manufacturing firms in North Carolina.

As a result of this survey and as announced in the previous issue of this publication, the North Carolina Department of Labor compiled and published a directory of all manufacturing establishments in the State. This directory is available to interested parties, a charge of \$1 per copy being made to cover the cost of printing.

The survey likewise served as the first complete employment census taken of manufacturing establishments in our State since 1939—the last year in which the Bureau of the Census conducted a survey. The questionnaire used asked for the principal product manufactured and the total number of employees engaged. We recognize as an inherent weakness

of any census undertaken by mail the fact that all firms do not answer the questionnaire and some firms conceivably fail to receive questionnaires. However, as a result of the splendid coöperation received from employers and intensive follow-up, in addition to the use of all available sources of information on the names and addresses of operating establishments, we were highly gratified with the survey.

The following table shows the number of employees engaged in North Carolina's major industries according to the survey of June, 1944. The table likewise indicates estimated employment in these industries as of June, 1945. This estimate is based on the percentage change occurring in over one thousand manufacturing establishments who regularly report monthly employment and pay roll figures to the Department of Labor and who employ more than 65 percent of the production workers in our State.

| INDUSTRY                                       | Total<br>Employment<br>June 15, 1944 | Estimated<br>Total Employment<br>June 15, 1945 |
|--|--------------------------------------|--|
| <b>TOTAL ALL MANUFACTURING</b>                 | <b>394,105</b>                       | <b>367,214</b>                                 |
| <b>FOOD AND KINDRED PRODUCTS</b>               | <b>18,349</b>                        | <b>17,724</b>                                  |
| Dairy Products                                 | 3,092                                | 3,060  |
| Bakery Products                                | 4,189                                | 4,029  |
| Beverage Industries                            | 3,313                                | 2,524  |
| Miscellaneous Food Products                    | 7,755                                | 8,111  |
| <b>TOBACCO MANUFACTURES</b>                    | <b>31,827</b>                        | <b>30,428</b>                                  |
| Cigarettes, Cigars, Smoking and Chewing        | 22,528                               | 21,334   |
| Stemming and Redrying                          | 9,299                                | 9,094  |
| <b>TEXTILE-MILL PRODUCTS</b>                   | <b>207,215</b>                       | <b>196,191</b>                                 |
| Cotton Textile Mills                           | 132,411                              | 125,393  |
| Rayon and Silk Textile Mills                   | 16,358                               | 15,697   |
| Woolen and Worsted Textiles                    | 5,296                                | 5,445  |
| Hosiery, Full-fashioned                        | 15,593                               | 14,612   |
| Hosiery, Seamless                              | 23,333                               | 21,450   |
| Dyeing and Finishing                           | 5,563                                | 5,404  |
| Knit Products                                  | 4,876                                | 4,649  |
| Miscellaneous Textile Products                 | 3,785                                | 3,541  |
| <b>APPAREL AND OTHER UNFINISHED PRODUCTS</b>   |                                      |  |
| (Including leather)                            | 12,227                               | 11,933   |
| Men's and Boys' Clothing                       | 6,808                                | 6,310  |
| Miscellaneous Apparel                          | 3,902                                | 4,029  |
| Leather and Leather Products                   | 1,517                                | 1,594  |
| <b>LUMBER AND TIMBER BASIC PRODUCTS</b>        | <b>25,626</b>                        | <b>25,091</b>                                  |
| Sawmills (Including logging)                   | 20,812                               | 19,875   |
| Planing and Plywood Mills                      | 4,814                                | 5,216  |
| <b>FURNITURE AND FINISHED LUMBER PRODUCTS</b>  | <b>28,396</b>                        | <b>27,374</b>                                  |
| Household Furniture, Mattresses and Bedsprings | 22,983                               | 21,749   |
| Wooden Containers                              | 3,694                                | 3,960  |
| Miscellaneous Furniture                        | 1,719                                | 1,665  |
| <b>PAPER AND ALLIED PRODUCTS</b>               | <b>6,978</b>                         | <b>6,457</b>                                   |
| Pulp and Paper Mills                           | 5,375                                | 5,166  |
| Miscellaneous Paper and Allied Products        | 1,603                                | 1,291  |
| <b>PRINTING AND PUBLISHING</b>                 | <b>3,374</b>                         | <b>3,495</b>                                   |
| Newspapers                                     | 2,206                                | 2,187  |
| Miscellaneous Printing and Publishing          | 1,168                                | 1,308  |
| <b>CHEMICALS AND ALLIED PRODUCTS</b>           | <b>9,181</b>                         | <b>9,887</b>                                   |
| Cottonseed Oil                                 | 1,004                                | 1,239  |
| Fertilizer                                     | 1,906                                | 1,836  |
| Miscellaneous Chemical and Allied Products     | 6,271                                | 6,812  |
| <b>STONE, CLAY AND GLASS PRODUCTS</b>          | <b>4,336</b>                         | <b>3,359</b>                                   |
| Structural Clay                                | 1,151                                | 1,080  |
| Miscellaneous Stone, Clay and Glass Products   | 3,185                                | 2,279  |
| <b>IRON AND STEEL AND THEIR PRODUCTS</b>       | <b>2,309</b>                         | <b>2,697</b>                                   |
| <b>TRANSPORTATION EQUIPMENT</b>                | <b>21,083</b>                        | <b>15,384</b>                                  |
| <b>MISCELLANEOUS MANUFACTURING</b>             | <b>23,204</b>                        | <b>17,194</b>                                  |

### TREND OF CHILD LABOR IN N. C.

(Continued from page one)

veterans, together with the cut-backs in war industries make available to employers a source of labor supply which obviates the necessity of continuing to employ minors. These minors should be encouraged both by parents and employers to immediately return to school and complete their education in order that they may become better workers in the future.

### CHILD LABOR REPORT

(Continued from page two)

700 were issued to minors 16 and 17 years of age and 5,681 to minors under 16 years of age. Of the 25,700 issued to minors 16 and 17, 15,353 were first regular employment permits. Employment of these 15,353 minors, 16 and 17 years of age regularly employed for the first time, was distributed among industry as follows: Manufac-

turing, 11,325; nonmanufacturing, 3,637; construction, 391. Of these 15,353 minors, 4,275—or 27.8 percent—had completed the sixth grade or less; 2,373—or 15.5 percent—had completed the seventh grade; 2,301—or 15.0 percent—had completed the eighth grade; 5,460—or 35.6 percent—had completed the ninth, tenth or eleventh grade; and 944—or 6.1 percent—had completed grade twelve or higher.



## North Carolina

# Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XII

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No. 9

### Commissioner Announces

#### Appointment of Arbitrators

Forrest H. Shuford, Commissioner of Labor, has announced the appointment of the following men to serve as arbitrators under the Arbitration Act enacted by the last legislature and administered by the North Carolina Department of Labor: Francis O. Clarkson, Charlotte; John W. Darden, Plymouth; George D. Heaton, Jr., Charlotte; R. J. M. Hobbs, Chapel Hill; Raymond Jenkins, Salisbury; Albert S. Keister, Greensboro; W. H. F. Millar, Waynesville; J. J. Spengler, Durham; Capus Waynick, Raleigh; Harry D. Wolfe, Chapel Hill.

The arbitrators were mutually suggested in solicitations from representatives of labor and management. The services of these public-spirited citizens should be utilized in the adjudication of industrial disputes in North Carolina which have failed settlement through collective bargaining and conciliation.

The Arbitration Act states that the best interest of the people of the State are served by the prompt settlement of labor disputes and that strikes and lock-outs and other forms of industrial strife, regardless of where the merits of the controversy lie, are forces productive ultimately of economic waste. When the amicable settlement of such disputes by conciliation or mediation cannot be effected the Act provides for their voluntary arbitration under the supervision of the North Carolina Department of Labor.

When a controversy pertaining to wages, hours, and working conditions arises between employees and employers, other methods of settlement having been unsuccessful, such controversy, by agreement of the parties thereto, may be submitted to an arbitration panel of five members or to a single arbitrator. Should the parties elect to submit the matter to a panel the Act provides for the selection of two members of the panel by the employer or employers and two members by the employees or their representatives. The fifth member of the panel is selected by the Commissioner of Labor and acts as chairman of the panel. Should the parties prefer to submit the controversy to a single arbitrator and request the Commissioner of Labor to appoint such arbitrator, same shall be named by the commissioner.

North Carolina has been singularly free of major labor disturbances for the duration of the war. During 1942, 1943, and 1944 one hundred and twenty-eight strikes occurred in this State with a resulting 195,679 man-days of idleness, less than one-tenth of one per cent (0.06 per cent) of the available working time. This is a remarkable record and is attributable to

(Continued on page three)

## LABOR DAY ITS ORIGIN AND SIGNIFICANCE

Labor Day is definitely a creation of the present-day labor movement. It seems, from the available record, to have originated in a motion made by one of the pioneer unionists in a meeting of the Central Labor Union of New York City on May 8, 1882, that one day in the year, to be designated as "Labor Day," should be established "as a general holiday for the laboring classes." The mover of the resolution was Peter J. McGuire, at that time the general secretary of the Brotherhood of Carpenters and Joiners. He suggested

the first Monday in September for the holiday he had in mind, "as it would come at the most pleasant season of the year, nearly midway between the Fourth of July and Thanksgiving, and would fill a wide gap in the chronology of legal holidays."

The first Labor Day occurred on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. As reported in the New York World of September 6, 1882:

"The great labor demonstration and picnic yesterday under the auspices of the Central Labor Union, composed of the various trade and labor organizations of New York City and neighborhood, was very successful."

The New York Central Labor Union held its second holiday the following year and by 1885 the idea had spread and Labor Day was celebrated in many of the industrial centers of the country.

The first official recognition of Labor Day as a legal holiday came through municipal ordinances that were passed during 1885 and 1886. From them developed the movement to secure State legislation. The first bill was introduced into the New York Legislature, but the first to become law was passed by the Oregon Legislature on February 21, 1887. During that year four other states created the Labor Day holiday by legislative enactment, and by the end of the decade three others had done likewise. By 1893 thirty states had created the state holiday in honor of the workers.

On June 28, 1894, Congress passed, without discussion, an act making the first Monday in September of each year a legal holiday in the District of Columbia and the Territories. That law was widely acclaimed as establishing Labor Day as a national holiday, and, although the interpretation was erroneous, the recognition accorded Labor Day by act of Congress added materially to the significance of the movement and to the prestige of the holiday itself. By 1900 most of the states had recognized Labor Day officially, and the forty-eighth state to fall in line was Wyoming, which passed its Labor Day law as recently as February, 1923.

The form that the observance and celebration of Labor Day should take was outlined in the first proposal of the holiday—a street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations" of the community, followed by a festival for the recreation and amusement of the

(Continued on page three)

### LABOR DAY, 1945

Labor Day in North Carolina will this year be more significant and important than ever before. Nearly a million North Carolinians are engaged in industry. In cooperation with management these citizens have met with enthusiasm the challenge that has been theirs during these war years. They have produced in unprecedented volume, much of the production being essential for war purposes. They have, by and large, lived up admirably well to their no-strike pledge. It is altogether fitting that Labor Day should be used as the occasion for a justly deserved salute to these loyal, patriotic, and law-abiding citizens.

We are now entering a period of great readjustment. Many workers, especially those engaged in direct war work, have by virtue of a longer work week and an increased hourly rate of pay become accustomed to a substantially increased pay check. The return to permanent peace-time occupations poses for them a serious problem. On the other hand, management has its problems. While no longer confronted by a shortage of labor or materials nor circumscribed by governmental wage and price controls it must meet increased competition and in all probability diminishing profits. Nothing short of goodwill and the sincere respect for the rights of each other can solve the problem.

It is essential to the economic progress of this State and nation that we maintain reasonably full employment at maximum wages compatible with reasonable profits. Government, management, and labor—cooperating together—can and will assure such progress.



# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
Commissioner of Labor  
PREPARED BY DIVISION OF STATISTICS

Vol. XII SEPTEMBER, 1945 No. 9

## Number of Women Production Workers In Manufacturing

The percentage of women production workers in North Carolina manufacturing industries showed no change between June and July, remaining at 44.1 per cent. The survey made by the Division of Statistics covered 1,253 manufacturing establishments employing 223,966 workers—98,769 of these being women.

Two hundred and seventeen establishments were located in the eastern Coastal area and employed 30,100 production workers. 8,296 of these—or 27.6 per cent—being women. In June 26.4 per cent of the workers in this area were women.

In the Piedmont section of the State 876 establishments reported employing 170,056 production workers, 81,006—or 47.6 per cent—of these being women workers. This area reported 47.9 per cent women workers in June.

One hundred and sixty establishments in the Mountain section reported employing 23,810 production workers, 9,467—or 39.8 per cent—of these being women. In June 39.7 per cent of the workers in this area were women.

Percentage of women workers was highest in the following types of manufacturing: Knit goods flat, 72.3 per cent; hosiery seamless, 72.0 per cent; stemmeries and redrying plants, 64.0 per cent; hosiery full-fashion, 63.5 per cent; rayon goods, 51.2 per cent; paper boxes, 50.1 per cent; iron and steel group, 49.6 per cent; tobacco products, 47.9 per cent; cotton

(Continued on page three)

## Charlotte Leads In Building Construction

The estimated cost of building construction in the 26 largest North Carolina cities during July was 95.5 per cent above that of July, 1944, and 5.2 per cent above that of June, 1945. This estimated cost amounted to \$1,655,337.

During July 650 permits were issued compared with 578 in June and 462 in July, 1944.

Of the total authorized construction work in July, \$620,448 was for new residential construction, \$522,290 was for new non-residential construction and \$512,599 was for additions, alterations, and repairs.

Charlotte led the cities with authorized construction valued at \$257,317; Raleigh was second with \$253,180; and Greensboro was third with \$238,015.

## Williamston Leads Towns

The 18 reporting towns with populations of less than 10,000 reported authorized building construction work in July of \$305,523. Of this sum \$86,700 was for new residential buildings; \$158,869 for new non-residential buildings; and \$59,954 for additions, alterations, and repairs.

Williamston led the reporting towns with authorized construction valued at \$63,450. Roanoke Rapids was second with \$62,000 and Lenoir was third with \$28,800.

The towns that reported were: Ashe-

## Type of July Building Construc- tion in 26 Reporting Cities

| Type of Building   | Buildings for Which Permits Were Issued |                  |
|--|---|------------------|
|  | No.                                     | Cost             |
| <b>RESIDENTIAL BUILDINGS:</b>  |   |                  |
| One-family dwellings .....   | 156                                     | \$579,898        |
| Two-family dwellings .....   | 11                                      | 40,550           |
| <b>TOTAL.....</b>  | <b>167</b>                              | <b>\$620,448</b> |
| <b>NONRESIDENTIAL BUILDINGS:</b>                                     |   |                  |
| Amusement and recreation places ....                                 | 1                                       | \$ 500           |
| Churches .....   | 2                                       | 38,000           |
| Factories, bakeries, ice plants, laundries and other workshops ..... | 22                                      | 199,415          |
| Garages, public .....  | 4                                       | 33,450           |
| Garages, private (when separate from dwelling) .....                 | 15                                      | 5,325            |
| Gasoline and service stations .....                                  | 2                                       | 19,000           |
| Institutions (Include hospitals, asylums, sanitariums, etc.) .....   | 1                                       | 26,000           |
| Office buildings, including banks .....                              | 2                                       | 5,500            |
| Schools (Include libraries, museums, college buildings, etc.) .....  | 1                                       | 35,000           |
| Sheds, poultry houses, contractors' temporary offices, etc. ....     | 5                                       | 900              |
| Stables and barns .....  | 3                                       | 575              |
| Stores and other mercantile buildings ..                             | 40                                      | 154,725          |
| All other nonresidential .....                                       | 5                                       | 3,900            |
| <b>TOTAL.....</b>  | <b>103</b>                              | <b>\$522,290</b> |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                           |   |                  |
| Housekeeping dwellings .....   | 240                                     | \$113,936        |
| Nonhousekeeping dwellings .....                                      | 42                                      | 180,409          |
| On nonresidential buildings .....                                    | 98                                      | 218,254          |
| <b>TOTAL.....</b>  | <b>380</b>                              | <b>\$512,599</b> |

boro, Chapel Hill, Cherryville, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lincolnton, Lumberton, Monroe, Mooresville, Mt. Airy, Roanoke Rapids, Rockingham, Spindale, and Williamston.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JULY, 1944 AND JULY, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | July 1944           | July 1945 | Percentage Change | July 1944      | July 1945   | Percentage Change |
| Total.....                              | 462                 | 650       | + 40.7            | \$846,916      | \$1,655,337 | + 95.5            |
| Residential buildings.....              | 30                  | 167       | +456.7            | 127,914        | 620,448     | +385.1            |
| Nonresidential buildings.....           | 72                  | 103       | + 43.1            | 539,489        | 522,290     | - 3.2             |
| Additions, alterations and repairs..... | 360                 | 380       | + 5.6             | 179,513        | 512,599     | +185.5            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JUNE, 1945 AND JULY, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | June 1945           | July 1945 | Percentage Change | June 1945      | July 1945   | Percentage Change |
| Total.....                              | 578                 | 650       | +12.5             | \$1,573,184    | \$1,655,337 | + 5.2             |
| Residential buildings.....              | 109                 | 167       | +53.2             | 346,908        | 620,448     | +78.9             |
| Nonresidential buildings.....           | 104                 | 103       | - 1.0             | 684,058        | 522,290     | -23.6             |
| Additions, alterations and repairs..... | 365                 | 380       | + 4.1             | 542,218        | 512,599     | - 5.5             |

## SUMMARY OF JULY, BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA

Total of July, 1944 Included for Comparison

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |           |              |           | NEW NONRESIDENTIAL BUILDINGS |           | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-----------|--------------|-----------|------------------------------|-----------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |           | No. FAMILIES |           | July 1944                    | July 1945 | July 1944                          | July 1945 | July 1944                               | July 1945   |
|                     |                  |                      | July 1944                 | July 1945 | July 1944    | July 1945 |                              |           |                                    |           |   |             |
| Total.....          | 167              | \$620,448            | \$127,914                 | \$620,448 | 29           | 178       | \$539,489                    | \$522,290 | \$179,513                          | \$512,599 | \$846,916                               | \$1,655,337 |
| Asheville.....      | 3                | 9,193                |                           | 9,193     |              | 3         | 700                          | 350       | 5,314                              | 36,513    | 6,014                                   | 46,056      |
| Burlington.....     |                  |                      |                           |           |              |           |                              | 18,415    |                                    |           |   | 18,415      |
| Charlotte.....      | 27               | 114,759              |                           | 114,750   |              | 28        | 94,188                       | 95,700    | 49,412                             | 46,867    | 143,600                                 | 257,317     |
| Concord.....        | 6                | 10,600               |                           | 10,600    |              | 6         |                              | 1,450     | 1,200                              | 1,100     | 1,200                                   | 13,150      |
| Durham.....         | 13               | 65,600               | 1,800                     | 65,600    | 1            | 13        | 16,500                       | 4,325     | 6,558                              | 29,814    | 24,858                                  | 99,739      |
| Elizabeth City..... | 4                | 9,650                |                           | 9,650     |              | 4         | 200                          |           | 2,025                              |           | 2,225                                   | 9,650       |
| Fayetteville.....   | 9                | 9,600                | 1,700                     | 9,600     | 9            | 9         | 19,750                       | 23,100    | 2,830                              | 3,875     | 24,280                                  | 36,575      |
| Gastonia.....       | 3                | 6,000                | 7,500                     | 6,000     | 5            | 3         | 1,500                        | 21,000    | 4,400                              | 3,400     | 13,400                                  | 30,400      |
| Goldensboro.....    | 6                | 8,800                |                           | 8,800     |              | 6         | 48,700                       | 4,250     | 2,500                              | 11,000    | 51,200                                  | 24,050      |
| Greensboro.....     | 8                | 31,050               | 3,800                     | 31,050    | 4            | 8         | 2,315                        | 24,000    | 2,690                              | 182,965   | 8,805                                   | 238,015     |
| Greenville.....     | 3                | 11,150               |                           | 11,150    |              | 3         | 100                          | 850       | 50                                 |           | 150                                     | 12,000      |
| Hickory.....        | 2                | 3,300                |                           | 3,300     |              | 2         | 650                          | 4,000     |                                    | 900       | 650                                     | 8,200       |
| High Point.....     | 1                | 2,000                |                           | 2,000     |              | 1         | 2,860                        |           | 32,155                             | 29,896    | 35,015                                  | 35,371      |
| Kinston.....        | 7                | 29,800               | 5,900                     | 29,800    | 7            | 14        |                              | 33,400    |                                    |           | 5,900                                   | 63,200      |
| Lexington.....      | 3                | 7,000                |                           | 7,000     |              | 3         | 1,010                        | 38,475    | 3,425                              | 18,225    | 4,435                                   | 63,700      |
| New Bern.....       | 4                | 4,500                |                           | 4,500     |              | 4         |                              | 4,100     |                                    | 3,600     |   | 12,200      |
| Raleigh.....        | 26               | 147,150              |                           | 147,150   |              | 26        | 9,900                        | 101,200   | 4,150                              | 4,830     | 14,050                                  | 253,180     |
| Reidsville.....     | 2                | 2,000                |                           | 2,000     |              | 2         | 350                          |           | 1,850                              | 6,500     | 2,200                                   | 8,500       |
| Rocky Mount.....    | 2                | 3,200                | 750                       | 3,200     | 1            | 4         | 200                          | 1,300     |                                    | 3,500     | 950                                     | 8,000       |
| Salisbury.....      | 1                | 275                  | 2,000                     | 275       | 1            | 1         | 25                           | 2,500     | 5,555                              | 34,500    | 7,580                                   | 37,275      |
| Shelby.....         | 5                | 18,000               | 400                       | 18,000    |              | 5         | 400                          | 10,000    | 265                                | 10,000    | 1,065                                   | 38,000      |
| Statesville.....    | 3                | 10,580               |                           | 10,580    |              | 3         |                              | 14,000    |                                    |           |   | 24,580      |
| Thomasville.....    | 1                | 350                  |                           | 350       |              | 1         |                              | 2,000     | 600                                |           | 600                                     | 2,350       |
| Wilmington.....     | 2                | 6,500                |                           | 6,500     |              | 2         | 234,666                      | 59,300    | 24,372                             | 49,653    | 259,038                                 | 115,453     |
| Wilson.....         | 4                | 13,000               | 1,200                     | 13,000    | 1            | 4         |                              | 500       | 2,000                              | 4,000     | 3,200                                   | 17,500      |
| Winston-Salem.....  | 22               | 96,400               | 102,864                   | 96,400    |              | 23        | 105,475                      | 54,600    | 28,162                             | 31,461    | 236,501                                 | 182,461     |



# Division of Standards and Inspections

## State Inspections

During the month of July, 1945, a total of 645 manufacturing, mercantile and service establishments employing a total of 24,968 workers were inspected under the provisions of the North Carolina Labor Laws and Rules and Regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 736 violations of the Labor Laws including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the Law. Immediate compliance was secured in 505 cases. In the remaining cases steps are being taken to secure compliance at the earliest possible date.

The violations and compliances were as follows:

|                           | Violations | Compliances |
|---------------------------|------------|-------------|
| Hour Law .....            | 32         | 17          |
| Child Labor .....         | 369        | 190         |
| Time Records .....        | 18         | 4           |
| Drinking Facilities ..... | 10         | 10          |
| Sanitation .....          | 56         | 33          |
| Seats .....               | 2          | 0           |
| Safety Code .....         | 145        | 159         |
| Other .....               | 104        | 92          |

The number of compliances reported this month for violations reported last month exceeds the number of violations in the safety code category due to delayed reporting from industry.

During the month of July two complaints alleging violations of the Child Labor Law were investigated by the Department's inspectors. One complaint alleging illegal employment of minors in connection with a bowling alley was substantiated and the employer agreed to bring his operations into compliance immediately. The other complaint alleging illegal employment of minors in connection with a motion picture theatre could not be substantiated. Four complaints alleging violations of State Safety and Health Regulations were investigated and violations were substantiated in each case. Recommendations necessary to correct these violations were made and such recommendations were either complied with immediately or are in the process of compliance.

Four special investigations of accidents were made by the Department's Safety Engineers during the month of July. Two of these accidents were fatal. The other two were of a serious nature, one involving the loss of an arm and the other involving an injury which may necessitate the amputation of one or both hands.

Two prosecutions were completed during the month. One restaurant owner was prosecuted for violating the State Child Labor Law. The defendant was found guilty and ordered to pay a fine and the court costs, amounting to a total of \$26.40. One bowling alley operator was prosecuted on two charges of child labor violations. He was found guilty and ordered to pay a fine of \$25.00 and court costs in each case, making a total of \$74.30.

## Wage-Hour and Public Contracts

A total of 92 inspections were completed in North Carolina during the month of July, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that 14 were operating in compliance with the provisions of the acts, 36 were in violation of record-keeping provisions only, 38 were in violation of minimum wage or overtime provisions, and four were found not to be covered by the acts.

The review section closed and reported to the national office on 124 cases. Of these 14 were compliance cases, 109 showed violations and one was found not to be covered by the provisions of the act. Back wages in the amount of \$16,957.65 were secured for 261 employees. The back wages paid by the 40 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of 34 safety and health inspections were made under the Public Contracts Act. Of these 23 establishments were found to be operating in compliance with the State Code and 11 were found to be operating in violation of the State Code. The injury frequency rate regulations were being violated in 11 establishments.

## LABOR DAY

(Continued from page one)

workers and their families. It is undoubtedly true that the character of the Labor Day celebration has been undergoing change in recent years, especially in large industrial centers where the physical problems connected with mass displays such as huge parades have proved a deterrent. That change is, however, really a shift in emphasis and in medium of expression, by which the old objective of directing attention to the workers, their aims, ideals and achievements has gained rather than lost. Labor Day messages from public officials and men and women prominent in social and civic affairs appear not only in the labor papers but in the general press; Labor Day addresses of leading union officials, industrialists, educators, and clergymen are given a wide hearing over the radio, and through the cooperation of many churches the day preceding Labor Day is dedicated to labor as Labor Sunday.

## COMMISSIONER ANNOUNCES APPOINTMENT OF ARBITRATORS

(Continued from page one)

the fine relationship that has existed between management and labor in the State.

During the current calendar year, as the end of the war came in sight, strikes and threats of strikes have increased. With the war now ended it might be expected that this trend will be further emphasized. It is hoped that this will not occur. The records achieved in North Carolina during the war should and can be equalled or bettered in peace time. Management and labor need but continue collective bargaining and take advantage of conciliation, mediation and the now available voluntary arbitration as means of settling their disputes to make this accomplishment a fact. These are democratic processes as adaptable to our peace time economy as they were necessary to war-time production.

## Safety Drive

In 1943 one out of every ten employees in the planing mill industry and one out of every nine in the wooden container industry suffered a disabling injury, the time lost averaging 8.5 days per year for each employee in these industries. The injury frequency rate for planing mills was 44.2 and for the wooden container industry 48.8. In 1944 the injury frequency rates for these industries increased to 46.0 and 51.6, respectively.

Experience of mills with effective safety programs shows that a large proportion of these injuries could have been prevented by proper guarding of equipment and adequate attention to accident prevention. While management has in some cases done an outstanding job, many establishments have neither an adequate safety program, active management interest in safety, nor such safe physical conditions as could reasonably be expected.

Many small mills have never been adequately serviced by any accident prevention agency. They do not have knowledge of the services available, or the methods by which job injuries may be avoided. The owner of a small mill which has two or three injuries a year is apt to think his experience is good. In reality it may result in an accident frequently of 50 or 70—five to seven times as high as it need be.

Granted the hazardous nature of the woodworking industry, the accident experience of most plants—and of the industry as a whole—can definitely be improved. This improvement will bring large savings to employee, employer, local community, State and country. It is not too much to expect a frequency rate of 10—not more than one employee in 50 injured during the year—many individual plants now have lower rates.

It was with these thoughts in mind that the National Committee for the Conservation of Manpower in War Industries launched industry drive number three. The Inspection Division of the North Carolina Department of Labor assumed responsibility for actual operation of the program in this State.

During the first six months of 1945 safety engineers of the Department inspected one hundred forty-two establishments—each establishment was inspected on four separate occasions—and offered their services to the establishment. These establishments worked 8,692,748 man-hours during the period and had 268 lost-time accidents for a frequency rate of 30.8. While not at all good, this rate compares favorably with the national rates for 1943 and 1944.

It is hoped that the services of these trained safety engineers in the establishment and operation of a sound plant program and in the solution of technical safety problems will assist management and labor in the establishment of a sound, permanent safety program on an industry-wide basis and that future inspections may show a further decrease in the frequency rate.

## NUMBER OF WOMEN PRODUCTION WORKERS IN MANUFACTURING

(Continued from page two)

goods, 45.9 per cent; woolen mills, 45.8 per cent; dyeing and finishing, 37.3 per cent; food and kindred products, 34.2 per cent; furniture, mattresses, and bed-springs, 24.9 per cent.



## Child Labor Report, July, 1945

Employment of minors under 18 years of age fell off sharply in North Carolina during July. This decrease was expected since the sharp increase that annually occurs when school closed could not be expected to continue. A total of 6,808 certificates were issued in July, a decrease of 38.5 per cent from June but an increase of 16.3 per cent of July, 1944.

Of the 6,808 certificates issued in July, 4,668—or 68.6 per cent—were issued to boys and 2,140—or 31.4 per cent—to girls.

Minors 16 and 17 years of age received 5,364 certificates in July, but only 2,943 of these were first regular certificates (certificates issued for the first time to minors becoming regularly employed). Boys received 3,681 of these certificates and girls the remaining 1,683. Manufacturing industries employed 2,041 of these minors; non-manufacturing, 781; and construction, 121.

Certificates were issued to 1,444 minors under 16 years of age—987 boys and 457 girls.

The educational background of the 2,943 minors 16 and 17 years of age entering employment for the first time is broken down as follows: 666—22.6 per cent—had completed the sixth grade or less; 418—or 14.2 percent—had completed the seventh grade; 394—or 13.4 per cent—had completed the eighth grade; 1,173—or 39.9 per cent—had completed the ninth, tenth or eleventh grade; and 292—or 9.9 per cent—had completed grade twelve or higher.

Employment and Pay Rolls  
August, 1945

For the seventh successive month employment in North Carolina industries showed a decrease. Two thousand and ten establishments reported employing 250,646 production workers in July as compared with 252,238 in June—a decrease of 0.6 per cent.

Pay rolls, according to reports from these same firms, totaled \$7,327,328 per week in July as compared with \$7,492,863 in June—a decrease of 2.2 per cent. Man-hours worked in July were 10,136,810 per week as compared with 10,408,370 in June—a decrease of 2.6 per cent.

The average employee of these reporting firms worked 40.4 hours per week in July compared with 41.3 hours in June; earned 72.3 cents an hour in July compared with 72.0 cents an hour in June; and earned \$29.23 per week in July compared with \$29.71 per week in June.

The fourth of July holidays and vacations taken during the pay period reported account for the decrease in average hours worked and the average weekly pay. The greatest employment changes over the month occurred in three seasonal industries: employment in the cottonseed oil industry decreased 17.1 per cent and in the fertilizer industry, 12.4 per cent; in the stemmeries and derying plants employment increased 17.2 per cent.

Average hourly earnings for the various industries were as follows: Manufacturing: Pulp and paper mills, 91.7 cents;

printing and publishing, 91.0 cents; machinery group, 90.3 cents; hosiery-FT, 85.7 cents; tobacco products, 80.3 cents; iron and steel group, 75.7 cents; rayon goods, 72.7 cents; dyeing and finishing, 71.8 cents; woolen mills, 70.0 cents; cotton goods, 69.4 cents; flat knit goods, 66.3 cents; hosiery—seamless, 63.8 cents; fertilizer, 62.3 cents; stemmeries and redrying plants, 62.1 cents; paper boxes, 61.9 cents; furniture, mattresses, and bed-springs, 61.8 cents; food and kindred products, 60.6 cents; brick, tile, and terra cotta, 59.0 cents; lumber, 59.0 cents; cottonseed oil, 58.8 cents.

Non-manufacturing industries: Wholesale, 86.0 cents; public utilities, 75.6 cents; mines and quarries, 61.1 cents; retail, 54.6 cents; laundries, dyeing and cleaning, 40.5 cents; hotels, 32.2 cents.

In the manufacturing industries 1,286 firms reported employing 233,846 production workers in July compared with 236,035 in June. The weekly pay roll for these firms amounted to \$6,911,235 and man-hours worked during the week to 9,454,277. Average weekly earning of employees were \$29.55; average hours worked per week, 40.4; and average hourly earnings, 73.1 cents.

In the non-manufacturing group 724 firms reported employing 16,076 production workers in July compared with 16,203 in June. The weekly pay roll for these firms amounted to \$416,093 and man-hours worked during the week to 682,533. Average weekly earnings of employees were \$25.88; average hours worked per week, 42.5; and average hourly earnings, 61.0 cents.

## EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

July, 1945 Compared with June, 1945

| INDUSTRIES                       | FIRMS | EMPLOYMENT |        | PAY ROLLS   |        | AV. WKLY EARNINGS |        | AV. HRS. PER WEEK |        | AV. HRLY. EARNINGS |        |
|----------------------------------|-------|------------|--------|-------------|--------|-------------------|--------|-------------------|--------|--------------------|--------|
|                                  |       | No.        | % CHG. | AMT.        | % CHG. | AMT.              | % CHG. | AMT.              | % CHG. | AMT.               | % CHG. |
| <b>Manufacturing:</b>            |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 1,286 | 233,846    | — .9   | \$6,911,235 | — 2.4  | \$29.55           | — 1.5  | 40.4              | — 1.9  | 73.1               | + .4   |
| Brick, Tile, Terra Cotta         | 11    | 591        | + 4.4  | 15,518      | + 8.5  | 26.26             | + 3.9  | 44.5              | + 2.3  | 59.0               | + 1.5  |
| Cotton Goods                     | 305   | 101,995    | — .5   | 2,902,410   | + .8   | 28.46             | + 1.2  | 41.0              | — .7   | 69.4               | + 1.9  |
| Cottonseed Oil                   | 13    | 437        | —17.1  | 12,599      | —18.0  | 28.83             | — 1.1  | 49.1              | — 3.7  | 58.8               | + 3.0  |
| Dyeing and Finishing             | 18    | 4,452      | — .3   | 127,890     | + .2   | 28.73             | + .6   | 40.0              | — 1.2  | 71.8               | + 1.8  |
| Fertilizer                       | 45    | 1,134      | —12.4  | 30,944      | —10.9  | 27.29             | + 1.8  | 43.8              | no ch. | 62.3               | + 1.6  |
| Food and Kindred Products        | 201   | 6,400      | — 1.1  | 174,247     | + 2.6  | 27.23             | + 3.7  | 44.9              | + 2.0  | 60.6               | + 1.5  |
| Furn., Bedsprings and Mattresses | 85    | 12,502     | — .8   | 292,594     | — 6.4  | 23.40             | — 5.6  | 37.9              | — 5.7  | 61.8               | — .2   |
| Hosiery, Full-fashion            | 61    | 12,163     | — 1.6  | 360,265     | — 7.5  | 29.62             | — 5.9  | 34.5              | — 5.5  | 85.7               | — .7   |
| Hosiery, Seamless                | 124   | 14,197     | — 2.1  | 302,059     | — 8.0  | 21.28             | — 6.1  | 33.4              | — 6.2  | 63.8               | + .3   |
| Iron and Steel Group             | 28    | 5,733      | — 8.5  | 197,399     | — 9.3  | 34.43             | — .9   | 45.5              | — 1.5  | 75.7               | + .5   |
| Knit Goods, Flat                 | 11    | 4,621      | — 1.0  | 122,796     | + 3.1  | 26.57             | + 4.0  | 40.1              | — 1.5  | 66.3               | + 5.7  |
| Lumber (including planing mills) | 61    | 4,479      | + .2   | 115,537     | — 4.7  | 25.80             | — 4.9  | 43.7              | — 4.8  | 59.0               | — .2   |
| Machinery Group                  | 54    | 2,677      | — 6.9  | 112,782     | — 3.6  | 42.13             | + 3.6  | 46.6              | + 2.2  | 90.3               | + 1.2  |
| Paper Boxes                      | 17    | 726        | — 2.7  | 18,080      | — 5.7  | 24.90             | — 3.1  | 40.2              | — 3.1  | 61.9               | no ch. |
| Pulp and Paper Mills             | 6     | 4,160      | + .3   | 178,638     | — 3.2  | 42.94             | — 3.4  | 46.8              | — .2   | 91.7               | — 3.3  |
| Printing and Publishing          | 46    | 1,290      | — .7   | 44,795      | + .7   | 34.72             | + 1.4  | 38.2              | no ch. | 91.0               | + 1.4  |
| Rayon Goods                      | 22    | 7,737      | + .2   | 234,555     | — 2.1  | 30.32             | — 2.3  | 41.7              | — 2.6  | 72.7               | + .3   |
| Stemmeries and Redrying Plants   | 26    | 8,087      | +17.2  | 192,203     | + 9.1  | 23.77             | — 6.9  | 38.3              | — 4.0  | 62.1               | — 3.0  |
| Tobacco Products                 | 8     | 12,982     | + .2   | 421,744     | — .6   | 32.49             | — .9   | 40.5              | — 1.0  | 80.3               | + .2   |
| Woolen Mills                     | 9     | 4,350      | — 4.4  | 128,318     | — 7.7  | 29.50             | — 3.5  | 42.1              | — 2.3  | 70.0               | — 1.3  |
| Other Industries                 | 135   | 23,133     | — 4.2  | 925,862     | — 8.0  | 40.02             | — 4.0  | 41.5              | — 2.4  | 96.3               | — 1.8  |
| <b>Nonmanufacturing:</b>         |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 724   | 16,076     | — .8   | \$ 416,093  | + 1.3  | \$25.88           | + 2.1  | 42.5              | + 1.0  | 61.0               | + 1.3  |
| Retail                           | 435   | 7,137      | — 3.0  | 152,246     | — .5   | 21.33             | + 2.6  | 39.1              | + 2.4  | 54.6               | + .4   |
| Wholesale                        | 162   | 2,001      | — .1   | 77,135      | + 1.3  | 38.55             | + 1.4  | 44.8              | — .2   | 86.0               | + 1.7  |
| Laundries, Dyeing and Cleaning   | 43    | 1,850      | + 2.8  | 33,726      | + 5.1  | 18.23             | + 2.2  | 45.0              | — .7   | 40.5               | + 2.8  |
| Mines and Quarries               | 30    | 655        | — .8   | 16,818      | — 8.1  | 25.68             | — 7.4  | 42.0              | — 8.5  | 61.1               | + 1.0  |
| Public Utilities                 | 36    | 3,622      | + 1.7  | 123,228     | + 3.9  | 34.02             | + 2.1  | 45.0              | + .7   | 75.6               | + 1.5  |
| Hotels                           | 8     | 811        | — 1.6  | 12,940      | + 1.3  | 15.96             | + 2.9  | 49.6              | + 2.3  | 32.2               | + .9   |
| TOTAL ALL MFG. AND NONMFG.       | 2,010 | 250,646    | — .6   | \$7,327,328 | — 2.2  | \$29.23           | — 1.6  | 40.4              | — 2.2  | 72.3               | + .4   |

X Less than .1%.



# North Carolina Labor and Industry

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Vol. XII

RALEIGH, NORTH CAROLINA, OCTOBER, 1945

No. 10

## Secretary of Labor Addresses the Nation

In a radio address recently, Secretary of Labor Lewis B. Schwellenbach pleads with this nation for an understanding of the basic nature of the problems we must meet. "This nation," he says, "which in three years produced the greatest military machine the world has ever known is not going to be licked by difficulties and controversies which may arise at home."

The Secretary went on to say that when the Department of Labor was established, Congress said its Secretary and employees were "to foster, promote and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment."

"We, in the Department of Labor, intend to carry out that mandate," Mr. Schwellenbach said.

"Industrial strife is an ugly thing," the Secretary continued. "It is costly to labor; it is costly to industry; it is costly to the public. When management and labor get into arguments and strife, it is not enough to become indignant about it and try to put the finger of blame on either side. What all of us must do is to find out why such strife exists and attempt to eliminate the causes of it."

"The first need is to understand the situation in which millions of our workers today find themselves. The fear of the ordinary working man is not that he will be compelled to spend his savings in the months of unemployment. It is that when the savings are gone, no job will be available under a peacetime economy."

"One of the first tasks of government today is to do everything it can to minimize that fear. Democracy requires the finest development and the finest expression of responsibility on the part of everyone of us. We can only insure an equal degree of freedom for ourselves through making certain that our neighbor shall also be free."

"Enlightened management must know that it is only the agent in the giving of jobs to wage earners. The jobs are created by the consumers of goods and services. A free economy must be an economy of plenty. If we are to have an economy of plenty, we must build it upon the foundation of the ability of the consumer to buy the goods, and thus hire the workers to produce the goods."

"This responsibility does not lie exclusively with management. Labor must accept an equal responsibility. That is particularly true when labor is organized. These men who have done the very fine work of building organizations to represent through the medium of collective bargaining, the wage earners of the United States, must be peculiarly conscious of their individual

(Continued on page three)

## Accidents Take Heavy Toll Of Both Life and Production

Accidents have cost more American lives since Pearl Harbor than have been lost in battle, according to a recent issue of the Office of War Information *Fact Sheet*. In addition to the 296,000 Americans who were killed by accidents during this period, an additional 1,000,000 persons were permanently injured and 29,000,000 suffered disabling accidents. The loss of production from this source staggers the imagination.

Much is heard about the vast amount of production which has been lost on account of strikes during these war years. But when we compare the man-days lost on account of these two factors we find that production suffers as a result of accidents more than 20 times as much as it does from strikes. This is all the more tragic since accidents bring about not only a loss of production but of lives also. It is even more deplorable since it is estimated that at least 90 per cent of all accidents are preventable.

If the interest of the public could be aroused over the need for accident prevention to the same degree that it is aroused and inflamed over labor disputes, we would soon see the terrific loss of life, human suffering and economic wastage drop like a falling barometer in a storm.

The National Safety Council has taken cognizance of the fact that with the reversion of industry from war to peace, there exists a serious threat of an increase in accidents, such as occurred during the conversion period of 1941-42. Renewed efforts to prevent such an occurrence are being exerted by the Council among its membership.

The Department of Labor has been handicapped in its safety inspection work during these war years since several of its trained inspectional staff are in the armed forces. With the ending of the war we are expecting these men to be returned to the Department within a reasonable period of time. When this occurs we will be in a much better position to serve industry — both management and workers — more effectively in their efforts to conserve human life and to utilize full production efforts in the attainment of our goal — peace and prosperity.

## Industrial Directory

Sale of the *Directory of Manufacturing Firms* published by the North Carolina Department of Labor began on July 25. Many copies have already been sold and the publication appears to be meeting a long-felt need for information of the nature contained therein. Additional copies are still available. Your requests should be addressed to the Commissioner of Labor and accompanied by a remittance of \$1.00.

## Story of Farm Labor Told by Labor Department in Photos

"Over three quarters of the states there roams a migrant army of 700,000 to 1,500,000 farm workers whose living and working conditions are far below accepted standards," Secretary of Labor Lewis B. Schwellenbach said in announcing publication of *Harvest Nomads* by the Division of Labor Standards.

Issued in response to requests by labor, civic and religious organizations, this picture story shows the way this land army lives and works. It contrasts these conditions with standards required by international agreement to be maintained for Mexican and West Indian workers imported during wartime to relieve farm labor shortages.

As war production ends, millions of Americans will migrate in search of peacetime jobs. How many will join this nomadic army without roots or labor standards depends on business conditions. This is a problem with which the pamphlet says "our society is wrestling."

The pamphlet may be obtained for ten cents a copy from the Superintendent of Documents, Government Printing Office, Washington, by requesting "Bulletin No. 73, *Harvest Nomads*."

## Employment of Minors On Government Contracts

In the August issue of this publication an article was carried which stated that the wartime exemption under which employment of 16- and 17-year-old girls had been permitted in the execution of government contracts under the Walsh-Healey Act would be cancelled on October 1. The revocation order was issued by former Secretary of Labor Frances Perkins as one of her last acts in office.

Prior to distribution of our bulletin but after it had gone to the printer a supplemental order was issued by Secretary of Labor Lewis B. Schwellenbach which provided that girls under 18 could not be employed on contracts awarded after September 4, 1945. This supplemental order does not affect the employment of 16- and 17-year-old girls on contracts awarded on or prior to September 4, 1945, the effective date of the order. Therefore, the working of 16- and 17-year-old girls may continue on contracts awarded on or prior to that date, subject to all conditions previously in force. Where employers have received modifications of these conditions, such modifications will end as of the terminal date contained in them or the completion of contracts awarded on or prior to Sep-

(Continued on page three)



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Vol. XII OCTOBER, 1945 No. 10

## Women Production Workers in Manufacturing, August, 1945

A survey covering 1,269 North Carolina manufacturing firms shows that women production workers constitute 43.8 percent of the production workers for the month of August. Out of the 228,145 workers employed, 99,942 were women. This is a decrease of 0.7 percent below July.

In the eastern part of the State 226 firms reported employing 30,233 workers, 8,511—or 28.2 percent—being women. In July 27.6 percent of the workers in this area were women.

The piedmont section with 885 firms reporting showed a total of 171,391 workers, 81,054—or 47.3 percent—of these being women. This area reported 47.6 percent women workers in July.

From the western area, 158 firms reported employing 26,521 workers, 10,377—or 39.1 percent—being women. In July 39.8 percent of the workers in this area were women.

Percentage of women workers were highest in the following types of manufacturing: knit goods, flat, 72.5 percent; seamless hosiery, 71.9 percent; stemmeries and redrying plants, 71.1 percent; full-fashioned hosiery, 63.1 percent; paper boxes, 58.2 percent; rayon goods, 50.4 percent; iron and steel group, 49.6 percent; tobacco products, 47.3 percent; cotton goods, 46.1 percent; woolen goods, 45.9 percent; dyeing and finishing, 34.5 percent; food and kindred products, 27.0 percent; furniture, mattresses and bedsprings, 24.4 percent.

## Charlotte Leads Cities in Building Construction

Estimated cost of building construction in the 26 largest North Carolina cities during August was 123.0 percent above that of August 1944, and the number of permits issued were 58.2 percent above that of the same period last year. Estimated cost of construction for August was 1.5 percent below that of July 1945 and the number of permits issued in August was 2.9 percent above that for July.

A total number of 669 permits was issued for construction estimated to cost \$1,630,487. Of this amount, \$666,040 was for residential building, \$671,237 for nonresidential building and \$293,210 for additions, alterations and repairs.

Charlotte led the cities with authorized construction valued at \$469,019; Asheville was second with \$184,866, and Durham was third with \$143,195.

## Rockingham Leads Towns

The 19 reporting towns with a population of less than 10,000 reported an estimated expenditure of \$395,408 on building construction during August. Of this sum, \$77,150 was spent for residential building, \$162,440 for nonresidential building and \$155,818 for additions, alterations and repairs.

Rockingham led the towns, reporting an expenditure of \$64,050. Asheville was second and Lumberton was third.

## Type of August Building Construction in 26 Reporting Cities

| Type of Building                                     | Buildings for Which Permits Were Issued |                  |
|--|---|------------------|
|  | No.                                     | Cost             |
| <b>RESIDENTIAL BUILDINGS:</b>                        |   |                  |
| One-family dwellings .....                           | 177                                     | \$637,240        |
| Two-family dwellings .....                           | 6                                       | 28,800           |
| <b>TOTAL.....</b>                                    | <b>183</b>                              | <b>666,040</b>   |
| <b>NONRESIDENTIAL BUILDINGS:</b>                     |   |                  |
| Churches .....                                       | 6                                       | \$ 74,600        |
| Factories, bakeries, ice plants, laundries etc. .... | 29                                      | 298,752          |
| Garages, public .....                                | 6                                       | 36,950           |
| Garages, private (when separate from dwelling) ..... | 12                                      | 9,415            |
| Gasoline and service stations .....                  | 1                                       | 10,000           |
| Office buildings, include banks .....                | 3                                       | 5,900            |
| Public works and utilities .....                     | 1                                       | 100              |
| Schools (include libraries, museums etc.) .....      | 7                                       | 5,595            |
| Stables and barns .....                              | 1                                       | 100              |
| Stores and other mercantile buildings .....          | 40                                      | 229,825          |
| <b>TOTAL.....</b>                                    | <b>106</b>                              | <b>\$671,237</b> |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>           |   |                  |
| Housekeeping dwellings .....                         | 274                                     | \$117,846        |
| Nonhousekeeping dwellings .....                      | 1                                       | 1,500            |
| On nonresidential buildings .....                    | 105                                     | 173,864          |
| <b>TOTAL.....</b>                                    | <b>380</b>                              | <b>\$293,210</b> |

The towns that reported were Asheville, Clinton, Edenton, Forest City, Hamlet, Hendersonville, Kings Mountain, Lenoir, Lumberton, Monroe, Mooresville, Morehead City, Mount Airy, Roanoke Rapids, Rockingham, Southern Pines, Spencer, Spindale and Williamston.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES AUGUST, 1944 AND AUGUST, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | Aug. 1944           | Aug. 1945 | Percentage Change | Aug. 1944      | Aug. 1945   | Percentage Change |
| Total.....                              | 423                 | 669       | + 58.2            | \$731,175      | \$1,630,487 | + 123.0           |
| Residential buildings.....              | 25                  | 183       | +632.0            | 26,525         | 666,040     | +2411.0           |
| Nonresidential buildings.....           | 67                  | 106       | + 58.2            | 444,442        | 671,237     | + 51.0            |
| Additions, alterations and repairs..... | 331                 | 380       | + 14.8            | 260,208        | 293,210     | + 12.7            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JULY, 1945 AND AUGUST, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | July 1945           | Aug. 1945 | Percentage Change | July 1945      | Aug. 1945   | Percentage Change |
| Total.....                              | 650                 | 669       | +2.9              | \$1,655,337    | \$1,630,487 | - 1.5             |
| Residential buildings.....              | 167                 | 183       | +9.6              | 620,448        | 666,040     | + 7.3             |
| Nonresidential buildings.....           | 103                 | 106       | +2.9              | 522,290        | 671,237     | +28.5             |
| Additions, alterations and repairs..... | 380                 | 380       | No ch             | 512,599        | 293,210     | -42.8             |

## SUMMARY OF AUGUST, 1945 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of August, 1944 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |           |              |           | NEW NONRESIDENTIAL BUILDINGS |           | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-----------|--------------|-----------|------------------------------|-----------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |           | No. FAMILIES |           | Aug. 1944                    | Aug. 1945 | Aug. 1944                          | Aug. 1945 | Aug. 1944                               | Aug. 1945   |
|                     |                  |                      | Aug. 1944                 | Aug. 1945 | Aug. 1944    | Aug. 1945 |                              |           |                                    |           |   |             |
| Total.....          | 183              | \$666,040            | \$26,525                  | \$666,040 | 26           | 189       | \$444,442                    | \$671,537 | \$260,208                          | \$293,210 | \$731,175                               | \$1,630,487 |
| Asheville.....      | 5                | 13,200               | 1,350                     | 13,200    | 5            | 5         | 500                          | 114,080   | 12,415                             | 57,586    | 14,265                                  | 184,866     |
| Burlington.....     | 2                | 4,400                |                           | 4,400     |              | 2         |                              | 15,075    |                                    |           |   | 19,475      |
| Charlotte.....      | 47               | 242,200              | 1,000                     | 242,200   | 1            | 47        | 52,600                       | 189,499   | 22,001                             | 37,320    | 75,601                                  | 469,019     |
| Concord.....        | 4                | 3,550                | 200                       | 3,550     | 1            | 4         | 10,150                       | 10,600    | 800                                | 9,000     | 11,150                                  | 23,150      |
| Durham.....         | 24               | 119,890              |                           | 119,890   |              | 24        | 221,109                      | 4,500     | 6,380                              | 18,805    | 227,489                                 | 143,195     |
| Elizabeth City..... |                  |                      |                           |           |              |           | 21,000                       | 34,340    | 725                                |           | 21,725                                  | 34,340      |
| Fayetteville.....   | 18               | 29,200               |                           | 29,200    |              | 18        |                              | 18,250    |                                    | 5,615     |   | 53,065      |
| Gastonia.....       | 4                | 8,000                | 2,800                     | 8,000     | 1            | 4         | 8,000                        | 27,000    | 600                                | 350       | 11,400                                  | 35,350      |
| Greensboro.....     | 3                | 10,700               | 1,950                     | 10,700    | 4            | 3         | 1,250                        | 3,750     | 8,250                              | 750       | 11,450                                  | 15,200      |
| Greenville.....     | 10               | 36,300               | 700                       | 36,300    | 1            | 13        | 1,600                        | 34,850    | 63,933                             | 26,065    | 66,233                                  | 97,215      |
| Hickory.....        |                  |                      |                           |           |              |           | 5,000                        |           | 525                                | 12,500    | 5,525                                   | 12,500      |
| High Point.....     | 4                | 12,950               | 375                       | 12,950    | 1            | 4         | 2,893                        | 72,010    | 23,002                             | 32,890    | 26,270                                  | 117,850     |
| Kinston.....        | 6                | 18,400               | 8,200                     | 18,400    | 5            | 6         | 950                          | 5,500     |                                    |           | 9,150                                   | 23,900      |
| Lexington.....      | 4                | 9,000                |                           | 9,000     |              | 4         |                              | 5,000     | 9,650                              | 7,685     | 9,650                                   | 21,685      |
| New Bern.....       | 1                | 1,000                |                           | 1,000     |              | 1         | 6,025                        | 3,000     | 2,310                              | 5,300     | 8,335                                   | 9,300       |
| Raleigh.....        | 14               | 48,750               |                           | 48,750    |              | 17        | 9,300                        | 29,933    | 1,250                              | 3,525     | 10,550                                  | 82,208      |
| Reidsville.....     | 1                | 1,000                |                           | 1,000     |              | 1         |                              | 10,400    |                                    | 4,485     |   | 15,885      |
| Rocky Mount.....    | 2                | 5,000                |                           | 5,000     |              | 2         | 200                          | 650       | 950                                | 800       | 1,150                                   | 6,450       |
| Salisbury.....      | 5                | 17,100               |                           | 17,100    |              | 5         |                              | 35,100    |                                    | 3,759     |   | 55,959      |
| Shelby.....         |                  |                      | 1,500                     |           | 2            |           |                              |           | 12,596                             | 6,050     | 14,096                                  | 6,050       |
| Statesville.....    | 3                | 9,000                |                           | 9,000     |              | 3         |                              | 18,800    |                                    | 10,000    |   | 37,800      |
| Thomasville.....    | 3                | 6,600                | 3,350                     | 6,600     | 2            | 3         | 125                          | 13,400    |                                    |           | 3,475                                   | 20,000      |
| Wilmington.....     |                  |                      |                           |           |              |           | 2,890                        | 6,600     | 22,699                             | 26,434    | 25,589                                  | 33,034      |
| Wilson.....         | 4                | 11,000               | 2,600                     | 11,000    | 2            | 4         | 500                          | 500       | 3,300                              |           | 6,400                                   | 11,500      |
| Winston-Salem.....  | 19               | 58,800               | 2,500                     | 58,800    | 1            | 19        | 100,350                      | 18,400    | 68,822                             | 23,891    | 171,672                                 | 101,091     |



# Division of Standards and Inspections

## State Inspections

A total of 662 manufacturing, mercantile and service establishments employing a total of 30,639 workers was inspected under the provisions of the North Carolina labor laws and rules and regulations during the month of August, 1945 by the inspectors of the Division of Standards and Inspections.

The inspectors reported a total of 1,537 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, recordkeeping and other provisions of the law. Immediate compliance was secured in 703 cases. Compliance was assured in the remaining violations, most of which required additional time for correction.

The violations and compliances were as follows:

|                           | Violations | Compliances |
|---------------------------|------------|-------------|
| Hour Law .....            | 30         | 13          |
| Child Labor .....         | 914        | 412         |
| Time Records .....        | 39         | 9           |
| Drinking Facilities ..... | 30         | 4           |
| Sanitation .....          | 92         | 38          |
| Seats .....               | 2          | 3           |
| Safety Code .....         | 236        | 121         |
| Other .....               | 194        | 103         |

During the month of August seven complaints alleging violations of the State labor and maximum hour laws were investigated by the Department's inspectors. Violations were substantiated in five of these cases and immediate compliance secured. In the other two cases the inspector was unable to substantiate the alleged violations. Three complaints alleging violations of State safety and health regulations were investigated and violations were substantiated in two cases. Recommendations necessary to correct these violations were made and such recommendations were either complied with immediately or are in the process of compliance. In the other case the inspector was unable to substantiate the alleged violations.

## Wage-Hour and Public Contracts

A total of 82 inspections were completed in North Carolina during the month of August, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that seven were operating in compliance with the provisions of the acts, 25

were in violation of recordkeeping provisions only, 43 were in violation of minimum wage or overtime provisions, and seven were found not to be covered by the acts or exempt from the provisions thereof.

The review section closed and reported to the national office on 92 cases. Of these seven were compliance cases and 85 violations. Back wages in the amount of \$32,419.33 were secured for 444 employees. The back wages paid by the 38 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contract Act.

A total of five safety and health inspections were made under the Public Contracts Act. Of these, three establishments were found to be operating in compliance with the State Code and two were found to be operating in violation of the State Code. The injury frequency rate regulations were not being violated in any establishments.

## Accident Facts

An employee of a furniture springs manufacturing plant lost his right arm when caught in a large punch press while making adjustments to the machine. Apparently his foot struck the operating pedal causing the machine to trip, cutting off his arm between the wrist and elbow. This accident might have been prevented had the operator taken the proper precaution by removing the belt. The operating pedal should also have been protected.

An employee of a tanning company engaged in covering the rolls of a leather wringing machine was caught in the rolls, badly mangleing his hands which may necessitate the amputation of one or both hands.

A sixty-one year old night watchman of a lumber company was electrocuted while using an extension cord for lighting purposes and a water hose to sprinkle hot ashes. This emphasizes the fact that all drop cords and connections used for lighting and other portable electrical equipment should be well insulated and grounded.

An employee of a lumber company was fatally injured while stacking lumber. A board fell from the carrying arm of an electric stacking or hoisting machine while the load was suspended over the worker's head. This might have been prevented had proper care been given to the loading and operating of the machine.

## EMPLOYMENT OF MINORS ON GOVERNMENT CONTRACTS

(Continued from page one)

tember 4, 1945, whichever is earlier. The restrictions covering safety, health and hours of work enumerated in the August bulletin are still applicable.

It is hoped that this explanation will clear up the misunderstanding created among our readers by the publication of the order of former Secretary of Labor Frances Perkins.

## Construction Employment

Execution of the postwar new-construction program will mean employment for an estimated average of 1,840,000 "site" workers during the next 12 months and for an estimated average of approximately 2,840,000 four or five years hence, it is predicted by the U. S. Bureau of Labor Statistics in a special report announced in Atlanta by Regional Director Harris P. Dawson, Jr.

"These figures represent the estimated full-time jobs to be available, and not the total number of different people receiving employment," Dawson said. "Because of turnover in the labor force, including temporary entrance into it on the part of some, the latter figures would be perceptibly higher. Next year the number of jobs will increase within the pattern of seasonal variation, so that employment early in the year will be below the estimated average, while during the latter part of the year it will be higher. Four years hence, employment will have reached virtual stability.

"Slightly over half of these workers will be skilled, including foremen; the semi-skilled group will be somewhat over ten per cent of the total; and the unskilled group will be almost three eighths of the total. The remainder—about two percent—will consist of general and other superintendents, job clerks and others doing administrative work.

"Laborers will constitute the largest occupational group. Among the skilled workers, the most numerous will be carpenters, who will constitute about 45 percent of this group. The other occupations expected to make up five percent or more of the skilled group are masons, equipment operators, painters and plumbers. Almost half of the semiskilled workers will be truck drivers, and about a sixth will be in the closely related occupations of bricklayers, and plasterers' helpers.

"Total site employment in new construction would be reduced by as much as 15

## SECRETARY OF LABOR

### ADDRESSES THE NATION

(Continued from page one)

responsibility. I do not propose to tell union leaders how to run their unions. I do feel free, however, to tell them that they must know that they represent their members not only at the bargaining table, but also in the court of public opinion. I tell them now that the most powerful weapon a labor union has is the good will and the sympathetic support of the general public. That can only be maintained if the public believes that the unions and their leaders are aware of, and willing to recognize, their responsibility to the community in which we live.

"Furthermore, the people have the right to demand of the leaders of both industry and labor the highest degree of integrity. The people today have the right to demand from those who lead—in government, industry and labor—that honest principles of living be recognized and lived up to through the deliberate effort of free men.

"As I conclude, I want to leave with you this truth for careful consideration: This nation has adequate machinery available to peacefully settle any labor dispute. To advance any demand to the point of stopping production instead of using machinery available for peaceful settlement, is not in the national interest and will not be supported by public opinion. We must place the interest of the whole nation above the interest of any individual, or any group. Only then can we promote the best interest of all our people. I pledge you my best efforts and shall need your full co-operation."

percent by a policy of drastic retrenchment in public expenditures, with postponement of all except the most urgently needed construction projects. Conversely, total site employment might be increased from the estimated figures by 25 percent or even more, if creation of employment were a major consideration in decisions on public expenditures for construction activity."



### Child Labor Report, August 1945

Employment of minors under 18 years of age in North Carolina decreased in August. A total of 4,391 certificates were issued in August compared with 6,808 in July and 5,136 in August, 1944. The certificates issued in August show a decrease of 35.5 percent as compared with July and a decrease of 14.5 percent as compared with August, 1944. Of the 4,391 certificates issued in August, 2,886—or 65.7 percent—were issued to boys and 1,505—or 34.3 percent to girls.

Minors 16 and 17 years of age received 3,495 permits in August, 2,379 of these going to boys and 1,116 to girls. Employment of these minors was distributed among industry as follows: Manufacturing, 2,242; nonmanufacturing, 1,149; and construction, 104.

Certificates were issued to 896 minors under 16 years of age in August: 507 to boys and 389 to girls.

Examination of the 1,931 certificates issued to minors 16 and 17 years of age for first regular employment indicated that 580—or 30 percent—had completed the sixth grade or less; 340—or 17.6 percent—had completed the seventh grade; 254—or 13.3 percent—had completed the eighth grade; 633—or 32.8 percent—had completed the ninth, tenth or eleventh grades; and 124—or 6.4 percent—had completed grade twelve or higher.

### Employment and Pay Rolls August, 1945

Employment in 1,931 North Carolina industrial establishments increased during August. Since most of the reporting firms furnished figures for the week of V-J Day, these figures do not reflect the cut-back and cancellation of war contracts. The firms reported employing 253,851 production workers in August as compared with 249,600 in July, an increase of 1.7 percent. Pay rolls from these firms totaled \$7,037,577 per week in August as compared with \$7,301,091 in July, a decrease of 3.6 percent. Manhours decreased to 9,773,129 in August as compared to 10,116,227 in July, a decrease of 3.4 percent. The average hours worked per week by each employee were 38.5, a decrease of 4.9 percent below the average of 40.5 in July. Average hourly earnings were 72.0 cents in August as compared with 72.2 cents in July, a decrease of 0.3 percent. Average weekly earnings were \$27.72 in August, a decrease of 5.2 percent below \$29.25 for July. The decreases in earnings and hours worked are attributed to the V-J holiday observed by a great many of the reporting firms.

Average hourly earnings reported by the various industries were as follows:

Manufacturing: Printing and publishing, 95.3 cents; pulp and paper mills, 91.8 cents; full-fashioned hosiery, 86.3 cents; machinery group, 83.1 cents; tobacco products, 80.2 cents; iron and steel group, 78.2 cents; dyeing and finishing, 74.3 cents; rayon group, 72.4 cents; cotton goods, 71.3 cents; woolen mills, 70.5 cents; knit goods, 66.2 cents; seamless hosiery, 64.4 cents; fertilizer, 63.1 cents; furniture, mattresses and bedsprings, 62.6 cents; paper boxes, 61.9 cents; food and kindred products, 60.3 cents; cottonseed oil, 59.6 cents; lumber, 59.2 cents; brick, tile and terra cotta, 57.9 cents; and stemmeries and redrying plants, 57.9 cents.

Nonmanufacturing Industries: Wholesale, 84.9 cents; public utilities, 81.5 cents; mines and quarries, 61.3 cents; retail trade, 51.8 cents; laundries, dyeing and cleaning, 38.3 cents; hotels, 31.4 cents.

In the manufacturing group as a whole average hourly earnings were 72.9 cents, a decrease of 0.1 percent below July; average hours worked were 38.3, a decrease of 5.2 percent below July; and average weekly earnings were \$27.95, a decrease of 5.4 percent below July.

In the nonmanufacturing group average hourly earnings were 55.8 cents, a decrease of 0.9 percent below July; average hours worked were 41.5, a decrease of 1.7 percent; and average weekly earnings were \$23.18, a decrease of 2.3 percent.

## EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

August, 1945 Compared with July, 1945

| INDUSTRIES                       | FIRMS | EMPLOYMENT |        | PAY ROLLS   |        | AV. WKLY EARNINGS |        | AV. HRS. PER WEEK |        | AV. HRLY. EARNINGS |        |
|----------------------------------|-------|------------|--------|-------------|--------|-------------------|--------|-------------------|--------|--------------------|--------|
|                                  |       | No.        | % CHG. | AMT.        | % CHG. | AMT.              | % CHG. | AMT.              | % CHG. | AMT.               | % CHG. |
| <b>Manufacturing:</b>            |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 1,298 | 241,704    | + 1.8  | \$6,756,016 | - 3.7  | \$27.95           | - 5.4  | 38.3              | - 5.2  | 72.9               | + .1   |
| Brick, Tile, Terra Cotta         | 12    | 584        | - 7.0  | 14,759      | -11.5  | 25.27             | - 4.9  | 43.7              | - .9   | 57.9               | - 4.0  |
| Cotton Goods                     | 314   | 105,598    | - .9   | 2,812,498   | - 7.3  | 26.63             | - 6.5  | 37.3              | - 9.0  | 71.3               | + 2.7  |
| Cottonseed Oil                   | 13    | 445        | + 1.8  | 11,600      | - 7.9  | 26.07             | - 9.6  | 43.7              | -11.0  | 59.6               | + 1.4  |
| Dyeing and Finishing             | 18    | 4,150      | - .2   | 118,350     | - 2.6  | 28.52             | - 2.4  | 38.4              | - 6.1  | 74.3               | + 4.1  |
| Fertilizer                       | 46    | 1,194      | + 4.7  | 31,093      | - .2   | 26.04             | - 4.7  | 41.3              | - 5.7  | 63.1               | + 1.1  |
| Food and Kindred Products        | 202   | 5,380      | - 1.4  | 137,684     | - 8.7  | 25.59             | - 7.4  | 42.5              | - 6.6  | 60.3               | - .7   |
| Furn., Bedsprings and Mattresses | 85    | 12,549     | + .2   | 298,353     | + 1.6  | 23.78             | + 1.4  | 38.0              | - .3   | 62.6               | + 1.6  |
| Hosiery, Full-fashion            | 60    | 12,173     | + 1.5  | 355,543     | - .6   | 29.21             | - 2.0  | 33.8              | - 2.9  | 86.3               | + .6   |
| Hosiery, Seamless                | 124   | 14,189     | + .1   | 311,284     | + 3.2  | 21.94             | + 3.1  | 34.1              | + 2.7  | 64.4               | + .5   |
| Iron and Steel Group             | 27    | 5,488      | - 4.2  | 191,358     | - 3.0  | 34.87             | + 1.3  | 44.6              | - 2.0  | 78.2               | + 3.3  |
| Knit Goods, Flat                 | 11    | 4,573      | - 1.0  | 116,823     | - 4.9  | 25.54             | - 3.9  | 38.6              | - 3.7  | 66.2               | - .2   |
| Lumber (including planing mills) | 63    | 4,303      | - 4.8  | 104,661     | -12.5  | 24.32             | - 8.1  | 41.1              | - 8.3  | 59.2               | + .2   |
| Machinery Group                  | 55    | 2,194      | + 7.8  | 70,121      | - 9.0  | 31.96             | -15.6  | 38.5              | -17.2  | 83.1               | + 2.1  |
| Paper Boxes                      | 16    | 741        | - .1   | 17,324      | + 2.3  | 23.38             | + 2.4  | 37.8              | + 2.4  | 61.9               | no ch. |
| Pulp and Paper Mills             | 6     | 4,205      | + 1.1  | 176,301     | - 1.3  | 41.93             | - 2.4  | 45.7              | - 2.4  | 91.8               | + .1   |
| Printing and Publishing          | 49    | 1,233      | - 1.6  | 45,639      | + 1.0  | 37.01             | + 2.7  | 38.9              | + .8   | 95.3               | + 2.0  |
| Rayon Goods                      | 22    | 7,638      | - 1.3  | 200,390     | -14.6  | 26.24             | -13.5  | 36.2              | -13.2  | 72.4               | - .4   |
| Stemmeries and Redrying Plants   | 25    | 13,707     | +71.6  | 330,911     | +74.3  | 24.14             | + 1.6  | 41.7              | + 8.9  | 57.9               | - 6.8  |
| Tobacco Products                 | 7     | 10,914     | + .6   | 353,941     | + 2.9  | 32.43             | + 2.3  | 40.5              | + 1.5  | 80.2               | + .9   |
| Woolen Mills                     | 9     | 4,311      | - .9   | 121,554     | - 5.3  | 28.20             | - 4.4  | 40.0              | - 5.0  | 70.5               | + .7   |
| Other Industries                 | 134   | 26,135     | - 1.2  | 1,035,829   | - .3   | 39.63             | + .9   | 40.6              | - 1.9  | 97.7               | + 3.0  |
| <b>Nonmanufacturing:</b>         |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 633   | 12,147     | + .6   | \$ 281,561  | - 1.7  | \$23.18           | - 2.3  | 41.5              | - 1.7  | 55.8               | - .9   |
| Retail                           | 339   | 5,987      | + .6   | 117,325     | - 1.0  | 19.60             | - 1.6  | 37.8              | - 1.6  | 51.8               | no ch. |
| Wholesale                        | 167   | 1,969      | + .6   | 73,031      | - 2.7  | 37.09             | - 3.3  | 43.7              | - 2.2  | 84.9               | - .9   |
| Laundries, Dyeing and Cleaning   | 43    | 1,778      | - .4   | 30,269      | - 6.7  | 17.02             | - 6.4  | 44.4              | - 3.3  | 38.3               | - 3.3  |
| Mines and Quarries               | 39    | 656        | + .2   | 17,811      | + 5.9  | 27.15             | + 5.7  | 44.3              | + 5.5  | 61.3               | + .3   |
| Public Utilities                 | 35    | 729        | + 2.0  | 27,265      | - 1.4  | 37.40             | - 3.3  | 45.9              | - .6   | 81.5               | - 2.6  |
| Hotels                           | 19    | 1,028      | + 2.2  | 15,860      | - .1   | 15.43             | - 2.2  | 49.1              | - 1.2  | 31.4               | - .9   |
| TOTAL ALL MFG. AND NONMFG.       | 1,931 | 253,851    | + 1.7  | \$7,037,577 | - 3.6  | \$27.72           | - 5.2  | 38.5              | - 4.9  | 72.0               | - .3   |

X Less than .1%.



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North Carolina

# Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XII

RALEIGH, NORTH CAROLINA, NOVEMBER, 1945

No. 11

## JOBS ENOUGH TO GO AROUND

[The following radio address by Forrest H. Shuford, Commissioner of Labor, was delivered during the recent observance of Business and Professional Women's Week.]

No great and sustained progress can be made toward a sound world economy without economic stability and enough jobs to go around. Planning is of no avail unless it is world-wide in scope. The San Francisco Conference gives us hope that the nations of the world will continue to collaborate successfully for world peace. Similar world-wide effective planning for economic security and victory over want can be found in the Economic and Social Council of the United Nations Charter. Let us, therefore, confine our thinking to our own immediate problems here at home in North Carolina. After all, while planning must be international in scope, it must be based on proven accomplishments first by individual communities, then by areas, states, and nations.

"Jobs Enough To Go Around" means just what it says—jobs for every person who wants or needs to work, regardless of sex, race or politics. The full co-operation of management, labor, agriculture, and government are a necessity. To have jobs at good wages, to own and manage businesses with reasonable returns on investment of capital and competence, to work successfully in professional fields—these are the individual goals of millions of men and women. Their realization constitutes the most difficult job in history.

In 1940 there were approximately 310,000 women employed in North Carolina—today there are about 580,000—an increase of 270,000. Having responded to the nation's necessity during the war, these women should not now be debarred from employment. It is only simple justice that they be given full opportunity to share the fruits of the victory they helped to win. To take for granted that a woman does not need to work, and to use that as a basis for denial of employment, is no less unfair than if the same assumption were used in the case of a man.

There are many women who will continue to need to work. They are the single women who must support themselves, and often others. They are the married women whose husbands will not return from the battlefield, and those whose husbands will return handicapped. They are the married women who cannot stretch their husband's income to care for needy relatives.

There are also many women who will want to continue to work. They are the women who have found a new, often hard won, economic status, and adjusted themselves to better living standards. They are the women with special training, acquired often at great expenditure of time and money. They are the women who like the independence of a personal pay check.

It is interesting to note that every agency that has made an estimate of the number of new jobs necessary in North Carolina to provide full employment—jobs enough to go around—have arrived at the same figure—300,000—although each attacked the problem of estimating from a different angle. With nearly a million and a quarter employed prior to the war, this means that we must provide a million and a half jobs in the near future.

A recent survey, conducted by the State Planning Board, indicates that employers in this State can use 160,000 more employees in the first full year following the end of the war than they did in 1940. That is encouraging, but it is still short by 140,000 of our estimated need of 300,000. Where, then, are we to find these additional 140,000 jobs?

A study of the distribution of the labor force in North Carolina, in comparison with the distribution in the nation as a whole, impresses one almost immediately with the fact that we apparently have too few people in North Carolina employed in

the non-manufacturing industries. These are generally thought of as the industries that render services to the people, and here there would appear to be room for much growth. The survey of the State Planning Board did not indicate that such expansion was contemplated. According to their study, manufacturing plans to increase employment 19 per cent and non-manufacturing 21.2 per cent over 1940. The distribution of the labor force would therefore be affected to no appreciable extent. If, however, in addition to the expansion that employers anticipate, additional enterprises were started so as to increase employment to approximately the national level an additional 150,000 jobs would be provided. Theoretically this solves our problem in North Carolina—it will actually do so only to the extent that we are successful in encouraging the establishment of many small business enterprises.

It is quite generally agreed that the most satisfactory manner of providing jobs comes through small, locally owned enterprises utilizing locally produced raw materials, labor, and capital. It seems fortunate that our opportunity and need for development falls in this type of industry. It can be developed rapidly on a community basis without the outlay of large capital expenditures. Here, too, the women who have capital to invest may compete with the men on an equal footing, neither asking nor giving quarter.

Let us consider for a moment some of the fields of employment women naturally enter and see what the prospects are for more jobs, such as stenography, typing, bookkeeping, telephone operators, and the like, to say nothing of the professions of teaching, medicine, and nursing. Naturally if additional enterprises are established in a community there will be need for more trained women for the administrative offices of these plants. Many of these establishments, if they keep abreast of the best sociological practices, will employ perhaps a nurse, recreational directors, nursery, kindergarten and lunch room supervisors; and those establishments not now providing such services should be encouraged to do so. As the number of jobless are given work in plants and industries, and more money comes into the pockets of more and more people, more clerks will be needed in the stores, more tellers in the banks, more homes will have telephones and more operators will be employed; more places of amusement such as picture shows, bowling alleys, and cafes will open, giving employment to ticket sellers, ushers, moving picture machine operators, cafe operators and waitresses.

Now what are some of the industries that might be established in the communities of North Carolina to fill the demands of the present and to meet future demands not only for our own people but from outside markets? I would recommend that everyone interested in this problem of "Jobs Enough to Go Around"—and everyone should be—secure a copy of Harriet L. Herring's pamphlet, "North Carolina's New Industrial Opportunity," written for the State Planning Board. Miss Herring is Research Associate, Institute for Research in Social Science of the University of North Carolina. (The booklet may be obtained from the State Planning Board, Raleigh.)

After a review of the industries already existent in our State that we have come to think of as basic, such as textile manufacturing, tobacco manufacturing, and the furniture industry, and pointing out that there is sufficient capital within the State—the people of North Carolina having invested \$517,000,000 in war funds alone since Pearl Harbor—and the schools turning out

(Continued on page three)

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# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
Commissioner of Labor  
PREPARED BY DIVISION OF STATISTICS

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## Women Production Workers

The percentage of women production workers in North Carolina manufacturing industries decreased slightly between August and September, dropping from 43.8 per cent to 43.5 per cent. The survey made by the Division of Statistics covered 1,265 manufacturing establishments employing 223,155 production workers—96,988 of these being women.

Two hundred and twenty-four establishments located in the eastern coastal area employed 30,052 production workers, 8,628—or 28.7 per cent, being women. This represents an increase over August when 28.2 per cent of the workers were women.

Eight hundred and eighty-two establishments in the Piedmont area reported employing 166,542 wage earners, of whom 78,045, or 46.9 per cent, were women. In August this area reported 47.3 per cent women workers.

In the mountain section 159 firms reported employing 26,561 production workers, 10,315, or 38.8 per cent, being women. Women comprised 39.1 per cent of the workers in this area in August.

The percentage of women workers was highest in the following manufacturing industries: Knit products, flat, 72.2 per cent; hosiery—seamless, 72.1 per cent; stemmeries and redrying plants, 66.0 per cent; hosiery—full-fashioned, 63.3 per cent; paper boxes, 53.8 per cent; rayon goods, 51.6 per cent; woolen goods, 47.5 per cent; tobacco products, 46.5 per cent; cotton goods, 46.0 per cent; dyeing and

(Continued on page four)

## Charlotte Leads in Building Construction

Estimated cost of building construction in the 29 largest North Carolina cities during September, 1944, and the number of permits issued was 60.2 per cent above that of the same period last year. Estimated cost of construction for September was 37.4 per cent above that of August while the number of permits issued in September was 10.5 per cent below that of August.

A total of 599 permits was issued for construction estimated to cost \$2,240,376. Of this amount \$680,875 was for residential building, \$945,065 for non-residential and \$614,436 for additions, alterations, and repairs.

Charlotte led the cities with authorized construction valued at \$705,970; Winston-Salem was second with \$238,231; and Raleigh was third with \$188,485.

## Lumberton Leads Towns

The 28 reporting towns with population of less than 10,000 reported an estimated expenditure of \$505,895 on building construction during September. Of this sum \$155,975 was spent for residential, \$265,500 for non-residential and \$84,420 for additions, alterations, and repairs.

Lumberton led the towns reporting an expenditure of \$97,000, Chapel Hill was

## Type of September Building Construction in 26 Reporting Cities

| Type of Building   | No.        | Cost             | Buildings for Which Permits Were Issued |
|--|------------|------------------|---|
| <b>RESIDENTIAL BUILDINGS:</b>  |            |                  |   |
| One-family dwellings .....   | 139        | \$614,075        |   |
| Two-family dwellings .....   | 9          | 39,800           |   |
| Three- and four-family dwellings with stores or shops therewith..... | 1          | 27,000           |   |
| <b>TOTAL.....</b>  | <b>149</b> | <b>\$680,875</b> |   |
| <b>NONRESIDENTIAL BUILDINGS:</b>                                     |            |                  |   |
| Churches .....   | 3          | \$ 7,200         |   |
| Factories, bakeries, ice plants, laundries .....                     | 19         | 495,260          |   |
| Garages, commercial .....  | 6          | 40,500           |   |
| Garages, private .....   | 18         | 24,075           |   |
| Gasoline and service stations.....                                   | 6          | 19,100           |   |
| Office buildings, including banks.....                               | 4          | 17,700           |   |
| Public works and utilities.....                                      | 2          | 10,200           |   |
| Sheds, poultry houses, contractors' offices, stables, barns .....    | 6          | 3,755            |   |
| Stores and other mercantile buildings .....                          | 47         | 327,275          |   |
| <b>TOTAL.....</b>  | <b>111</b> | <b>\$945,065</b> |   |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                           |            |                  |   |
| Housekeeping dwellings .....   | 237        | \$116,165        |   |
| Nonhousekeeping dwellings .....                                      | 12         | 10,050           |   |
| On nonresidential buildings .....                                    | 90         | 488,221          |   |
| <b>TOTAL.....</b>  | <b>339</b> | <b>\$614,436</b> |   |

second and Albemarle was third.

The towns that reported were: Albemarle, Asheboro, Blowing Rock, Boone, Chadbourne, Chapel Hill, Cherryville, Edenton, Forest City, Fuquay Springs, Hamlet, Hazelwood, Hendersonville, Kings

(Continued on page four)

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES SEPTEMBER, 1944 AND SEPTEMBER, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |             |                   |
|---|---------------------|------------|-------------------|----------------|-------------|-------------------|
|   | Sept. 1944          | Sept. 1945 | Percentage Change | Sept. 1944     | Sept. 1945  | Percentage Change |
| Total.....                              | 374                 | 599        | + 60.2            | \$209,503      | \$2,240,376 | + 969.4           |
| Residential buildings.....              | 10                  | 149        | +1390.0           | 9,800          | 680,875     | +6847.7           |
| Nonresidential buildings.....           | 55                  | 111        | + 101.8           | 37,177         | 945,065     | +2442.1           |
| Additions, alterations and repairs..... | 309                 | 339        | + 9.7             | 162,526        | 614,436     | + 278.1           |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES AUGUST, 1945 AND SEPTEMBER, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |             |                   |
|---|---------------------|------------|-------------------|----------------|-------------|-------------------|
|   | Aug. 1945           | Sept. 1945 | Percentage Change | Aug. 1945      | Sept. 1945  | Percentage Change |
| Total.....                              | 669                 | 599        | -10.5             | \$1,630,487    | \$2,240,376 | + 37.4            |
| Residential buildings.....              | 183                 | 149        | -18.6             | 666,040        | 680,875     | + 2.2             |
| Nonresidential buildings.....           | 106                 | 111        | + 4.7             | 671,237        | 945,065     | + 40.8            |
| Additions, alterations and repairs..... | 380                 | 339        | -10.8             | 293,210        | 614,436     | +109.6            |

## SUMMARY OF SEPTEMBER, 1945 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of September, 1944 Included for Comparison

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            |                              |            |                                    |            |   |             |
|                     |                  |                      | Sept. 1944                | Sept. 1945 | Sept. 1944   | Sept. 1945 | Sept. 1944                   | Sept. 1945 | Sept. 1944                         | Sept. 1945 | Sept. 1944                              | Sept. 1945  |
| Total.....          | 148              | \$653,875            | \$7,975                   | \$680,875  | 12           | 157        | \$429,365                    | \$945,065  | \$241,035                          | \$614,436  | \$678,375                               | \$2,240,376 |
| Asheville.....      | 9                | 33,750               | 150                       | 33,750     | 1            | 9          | 22,500                       | 15,500     | 12,306                             | 18,635     | 34,956                                  | 67,885      |
| Burlington.....     | 9                | 53,275               |                           | 53,275     |              | 12         |                              | 46,800     |                                    |            |   | 100,075     |
| Charlotte.....      | 18               | 102,950              |                           | 102,950    |              | 18         | 31,300                       | 379,785    | 84,334                             | 223,235    | 115,634                                 | 705,970     |
| Concord.....        | 1                | 3,000                | 1,475                     | 3,000      | 3            | 1          |                              | 25,200     | 500                                | 600        | 1,975                                   | 28,800      |
| Durham.....         | 4                | 39,400               |                           | 66,400     |              | 8          | 11,100                       | 46,000     | 41,165                             | 10,425     | 52,265                                  | 122,825     |
| Elizabeth City..... |                  |                      |                           |            |              |            | 47,475                       | 3,000      | 200                                |            | 47,675                                  | 3,000       |
| Fayetteville.....   | 8                | 68,000               |                           | 68,000     |              | 8          |                              | 5,250      |                                    | 9,375      |   | 82,625      |
| Gastonia.....       | 2                | 5,000                | 500                       | 5,000      | 1            | 2          |                              | 500        | 5,525                              | 3,000      | 6,025                                   | 8,500       |
| Goldensboro.....    | 3                | 4,000                | 350                       | 4,000      | 1            | 3          | 4,650                        | 27,900     | 100                                | 36,200     | 5,100                                   | 68,100      |
| Greensboro.....     | 22               | 88,950               |                           | 88,950     |              | 24         | 4,800                        | 15,750     | 13,575                             | 27,178     | 18,375                                  | 131,878     |
| Greenville.....     | 5                | 24,000               |                           | 24,000     |              | 5          | 50                           | 3,300      |                                    |            | 50                                      | 27,300      |
| Hickory.....        | 1                | 2,000                |                           | 2,000      |              | 1          |                              | 13,300     | 1,150                              | 250        | 1,150                                   | 15,550      |
| High Point.....     | 6                | 15,300               |                           | 15,300     |              | 6          | 340                          | 106,295    | 22,723                             | 47,249     | 23,063                                  | 168,844     |
| Kinston.....        | 4                | 10,000               | 2,200                     | 10,000     | 4            | 4          | 2,100                        | 13,500     |                                    |            | 4,300                                   | 23,500      |
| Lexington.....      | 3                | 3,000                |                           | 3,000      |              | 3          | 8,200                        |            | 845                                | 2,750      | 9,045                                   | 5,750       |
| New Bern.....       |                  |                      |                           |            |              |            |                              |            |                                    | 12,250     |   | 12,250      |
| Raleigh.....        | 27               | 109,200              |                           | 109,200    |              | 27         | 67,507                       | 79,285     | 1,800                              |            | 69,307                                  | 188,485     |
| Reidsville.....     | 4                | 5,250                |                           | 5,250      |              | 4          | 10,000                       | 23,400     |                                    | 100        | 10,000                                  | 28,750      |
| Rocky Mount.....    | 3                | 5,600                |                           | 5,600      |              | 3          | 1,852                        | 1,500      | 100                                | 600        | 1,952                                   | 7,700       |
| Salisbury.....      | 4                | 24,500               | 300                       | 24,500     | 1            | 4          | 9,200                        | 4,775      | 15                                 | 1,920      | 9,515                                   | 31,195      |
| Shelby.....         | 3                | 8,500                |                           | 8,500      |              | 3          |                              |            |                                    | 300        |   | 8,800       |
| Statesville.....    | 3                | 19,500               |                           | 19,500     |              | 3          |                              | 39,000     |                                    |            |   | 58,500      |
| Thomasville.....    | 1                | 1,000                | 3,000                     | 1,000      | 1            | 1          |                              | 5,500      |                                    |            | 3,000                                   | 6,500       |
| Wilmington.....     | 1                | 5,000                |                           | 5,000      |              | 1          | 19,680                       | 72,500     | 29,085                             | 21,863     | 48,765                                  | 99,363      |
| Wilson.....         |                  |                      |                           |            |              |            | 19,800                       |            | 275                                |            | 20,075                                  |             |
| Winston-Salem.....  | 7                | 22,700               |                           | 22,700     |              | 7          | 168,811                      | 17,025     | 27,337                             | 198,506    | 196,148                                 | 238,231     |



# Division of Standards and Inspections

## State Inspections

During the month of September 476 manufacturing, mercantile and service establishments employing a total of 18,093 workers were inspected under the provision of the North Carolina Labor Laws and Rules and Regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 798 violations of the Labor Laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the Law. Immediate compliance was secured in 719 cases. Compliance was assured in connection with the remaining violations, most of which required additional time for correction.

The violations and compliances were as follows:

|                           | Violations | Compliances |
|---------------------------|------------|-------------|
| Hour Law .....            | 33         | 31          |
| Child Labor .....         | 289        | 314         |
| Time Records .....        | 29         | 30          |
| Drinking Facilities ..... | 18         | 7           |
| Sanitation .....          | 95         | 57          |
| Seats .....               | 2          | 2           |
| Safety Code .....         | 190        | 146         |
| Other .....               | 142        | 132         |

During the month of September four complaints alleging violations of the Child Labor and Maximum Hour Laws were investigated by the Department's inspectors. Violations were substantiated in two of these cases and immediate compliance secured. In the other two cases the inspec-

tor was unable to substantiate the alleged violations.

## Accident Facts

While repairing a lighting circuit located near the roof of a textile plant an electrician was electrocuted. This worker had twenty years experience as an electrician, however, this accident occurred during the first day of his employment by this company. He was working from a ladder and leaning over a steam line located near the roof to make the necessary repairs. He came in contact with exposed wiring of a 550-volt circuit. This accident might have been prevented had proper attention been given to installation and maintenance of electric wiring.

A card tender in a textile plant lost three fingers while attempting to remove lumps of cotton from the doffer cylinder. His hand was caught in the cylinder causing the loss of the first two fingers at the second joint and the fourth finger at the first joint. This emphasizes the fact that the cleaning or adjusting of machinery should never be permitted while the machine is in motion.

A seventeen-year-old employee of a box manufacturing concern was fatally injured when he fell into an elevator shaft. The boy opened the door to the hoistway on the first floor, while the elevator was standing at the second floor level, falling to the bottom of the pit, a distance of approximately twelve feet. Apparently

the interlock on this door was out of order, permitting the boy to open the door while the elevator was away from this landing.

## Wage-Hour and Public Contracts

A total of 41 inspections were completed in North Carolina during the month of September, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that five were operating in compliance with the provisions of the acts, 12 were in violation of record-keeping provisions only, 21 were in violation of minimum wage or overtime provisions and three were found not to be covered by the acts.

The review section closed and reported to the national office on 66 cases. Of these seven were compliance cases, 55 showed violations and four were found not to be covered by the provisions of the act. Back wages in the amount of \$11,229.36 were secured for 352 employees. The back wages paid by the 27 establishments were to correct violations of the minimum or overtime provisions of the Wage and Hour Law and Public Contracts Act.

A total of nine safety and health inspections were made under the Public Contracts Act. Of these eight establishments were found to be operating in compliance with the State Code and one was found to be operating in violation of the State Code. The injury frequency rate regulations were being violated in two establishments.

## JOBS ENOUGH TO GO AROUND

(Continued from page one)

skilled technical workers, Miss Herring names a number of industries that might expand and develop from the State's three great crops, tobacco, cotton, and harvested peanuts; also from such pursuits as cattle raising with beef and dairy production, hog raising with meat curing; poultry raising with its processing; raising of fruits and vegetables with canning and freezing, all giving employment to women as well as men.

Discussing peanuts, she declares that this resource offers opportunity for manufacturing which up to the present the State has neglected to a marked degree. They are a major crop in 12 North Carolina counties which harvested in 1939 more than 5 million pounds each. Six contiguous counties, Northampton, Halifax, Bertie, Hertford, Martin and Edgecombe, harvested from 21 million to 48 million pounds, the six together harvesting a total of over 200 million pounds of peanuts. North Carolina is the second state in the production of peanuts (Georgia first) but it is twelfth in the production of peanut candy, a seven-million-dollar industry; ranks low in the manufacture of salted peanuts, a 12-million-dollar industry; and peanut butter, a 16-million-dollar industry. Nearly all of the varieties of peanuts are capable of being manufactured in small plants so that they are adapted to local enterprisers with relatively small capital. None of them is so dominated by a large producer that the newcomer would have difficulty in entering the mar-

ket. Here, then, is a field that would give employment to hundreds and hundreds of people in the peanut-growing counties, and among the jobs to be filled many of them would go to women.

The same story is true of the soybean, Miss Herring declaring that "If North Carolina's failure to process her great peanut crop is to be deplored, her failure to exploit the soybean has been a downright tragedy." As early as 1914 North Carolina was growing more soybeans than any other area. They were first processed at Elizabeth City. A North Carolina man, A. E. Staley, of Julian, transplanted to Illinois, did more than almost anyone else to invent ways of using the bean and thereby provide a market for an enormously increased crop. Whatever the farm economy of the soybean situation, here has been and still is a large resource for manufacturing in the form of one of the most versatile raw materials in the world.

With tobacco the one crop which is most adequately manufactured to the consumer stage in the State, and with many experiments for further development of cotton usage being made, there continues the almost unbounded resources of our forests to supply increased furniture manufacturing and such industries as the making of venetian blinds, window shades, caskets, coffins, and plants for making prefabricated houses; the fishery resources with sea food processing plants; mineral resources with coal, mica, and clays to be mined and made into useful, saleable goods.

"Many of these industrial opportunities offered in North Carolina can be started

on small enough scale to be within the grasp of a returned soldier or certainly of two or three pooling their credit and abilities." Organizations such as the Business and Professional Women's Clubs, and individuals, can do much to ferret out persons in communities who might be encouraged and induced to start new enterprises. It will mean saving many of these men for North Carolina, for many of them will go to other states and regions if they do not find opportunities here.

The town and county newspapers should be enlisted and they should keep constantly before the people of the community the local resources and the need for more industry. Local planning committees and the chambers of commerce can do most of all. They can encourage existing industries to expand, and bring together people who have money with which to start new enterprises. With more enterprises there will be "Jobs Enough For All" and this includes jobs for women.

There is one thing more I cannot refrain from bringing to the attention of all who are interested in "Jobs Enough For All" and that is something all of us can play a part in bringing about; that is, the creation of greater respect for WORK as work, regardless of the type it is. So long as we continue the fetish that some work is more honorable than others, we shall have people unemployed because of their hesitancy to take the job available. We need to adopt the practice in our communities of giving to workers a standing and a social place based upon the character and decency of the person, and not on the type of job he does.



## Child Labor Report, September 1945

A total of 3,265 certificates were issued during September for the employment of minors in North Carolina. This number shows a decrease from the August figure which was 4,391. Of the total certificates issued in September, 1,899 were issued to boys and 1,366 to girls.

Minors 16 and 17 years of age received 2,563 permits. Of this number 1,356 were issued for minors entering full-time employment for the first time—788 boys and 568 girls. Manufacturing industries employed 891 of these minors, 599 of the number being boys and 292 girls. Construction industries employed 17 and non-manufacturing industries 448.

Minors 14 and 15 years of age received 690 permits for employment, 345 of these being boys and 345 girls. Twelve boys 12 and 13 years of age received permits for employment as newsboys.

Of the 1,356 minors obtaining permits for full-time employment for the first time, 410 had completed grade six or lower, 208 grade seven, 199 grade eight, 464 grade nine, 10, or 11 and 75 grade 12 or higher.

### LUMBERTON LEADS TOWNS

(Continued from page two)

Mountain, Lenoir, Lumberton, Monroe, Mooresville, Mocksville, Mt. Airy, North Wilkesboro, Roanoke Rapids, Rockingham, Southern Pines, Spindale, Waynesville, Williamston, and Weldon.

## Employment and Pay Rolls September, 1945

Employment in North Carolina industry showed a decrease of 0.8 per cent in September as compared with August. Two thousand and one firms reported employing 256,903 production workers in September compared with 258,845 in August.

Pay rolls, according to reports from these same firms, totaled \$7,354,521 in September and \$7,224,235 in August, an increase of 1.8 per cent. Manhours worked in September amounted to 10,308,686 compared with 9,990,629 in August, an increase of 3.2 per cent.

The average employee worked 40.1 hours per week in September compared with 38.6 hours in August; earned 71.3 cents an hour in September compared with 72.3 cents in August; earned \$28.63 per week in September as compared with \$27.91 in August. The increases in weekly pay and hours in September are attributable to the V-J Holidays taken by most industrial establishments in August, causing hours to drop below normal.

The greatest decreases in employment were noted in the iron and steel group and in the machinery group. These decreases are due to cancellation of government contracts. There are notable increases in such seasonal industries as cottonseed oil, fertilizer, and tobacco.

Average hourly earnings reported by the various industries were as follows:

Manufacturing: Printing and publishing, 96.3 cents; pulp and paper mills, 92.9 cents; hosiery—full-fashioned, 91.0 cents;

machinery group, 86.9 cents; tobacco products, 80.6 cents; iron and steel group, 80.5 cents; rayon goods, 72.6 cents; dyeing and finishing, 72.5 cents; woolen goods, 68.9 cents; cotton goods, 68.4 cents; hosiery—seamless, 66.5 cents; knit goods—flat, 65.2 cents; fertilizer, 63.5 cents; paper boxes, 63.5 cents; furniture, mattresses, and bed-springs, 63.2 cents; brick, tile, and terra cotta, 63.0 cents; food and kindred products, 60.8 cents; lumber, 59.9 cents; cottonseed oil, 58.9 cents; stemmeries and redrying plants, 57.8 cents.

Nonmanufacturing industries: Wholesale, 89.2 cents; public utilities, 74.6 cents; mines and quarries, 62.2 cents; retail, 53.2 cents; laundries, dyeing, and cleaning, 40.8 cents; hotels, 32.1 cents.

In the manufacturing industries average hourly earnings amounted to 72.1 cents; average hours worked per week were 40.1; and average weekly earnings were \$28.89. In the nonmanufacturing group average hourly earnings were 60.2 cents; average hours worked per week were 41.1; and average weekly earnings were \$24.78.

### WOMEN PRODUCTION WORKERS

(Continued from page two)

finishing, 37.7 per cent; food and kindred products, 35.0 per cent; furniture, mattresses, and bed-springs, 22.9 per cent.

It is interesting to note that with the drop in employment in the iron and steel group because of cancellation of government contracts, the percentage of women workers decreased from 49.6 per cent in August to 2.8 per cent in September.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

September, 1945 Compared with August, 1945

| INDUSTRIES                             | FIRMS | EMPLOYMENT |        | PAY ROLLS   |        | AV. WKLY. EARNINGS |        | AV. HRS. PER WEEK |        | AV. HRLY. EARNINGS |        |
|--|-------|------------|--------|-------------|--------|--------------------|--------|-------------------|--------|--------------------|--------|
|  |       | No.        | % CHG. | AMT.        | % CHG. | AMT.               | % CHG. | AMT.              | % CHG. | AMT.               | % CHG. |
| <b>Manufacturing:</b>                  |       |            |        |             |        |                    |        |                   |        |                    |        |
| TOTAL .....                            | 1,291 | 240,304    | — 1.0  | \$6,943,245 | + 1.8  | \$28.89            | + 2.8  | 40.1              | + 4.4  | 72.1               | — 1.5  |
| Brick, Tile, Terra Cotta .....         | 10    | 522        | — 1.7  | 13,980      | + 3.7  | 26.78              | + 5.5  | 42.5              | — 3.8  | 63.0               | + 9.8  |
| Cotton Goods .....                     | 315   | 107,480    | + 1.2  | 2,907,547   | + 5.5  | 27.05              | + 4.2  | 39.5              | + 5.9  | 68.4               | — 1.6  |
| Cottonseed Oil .....                   | 13    | 492        | +10.6  | 14,320      | +23.4  | 29.11              | +11.7  | 49.4              | +13.0  | 58.9               | — 1.2  |
| Dyeing and Finishing .....             | 18    | 4,369      | — 1.5  | 122,555     | — 1.3  | 28.05              | + .2   | 38.7              | + 1.6  | 72.5               | — 1.4  |
| Fertilizer .....                       | 45    | 1,239      | + 7.8  | 34,664      | +11.5  | 27.98              | + 3.4  | 44.1              | + 2.8  | 63.5               | + .6   |
| Food and Kindred Products .....        | 203   | 6,177      | + .5   | 164,577     | + 5.3  | 26.64              | + 5.8  | 43.8              | + 3.8  | 60.8               | + 1.8  |
| Furn., Bedsprings and Mattresses ..... | 84    | 12,483     | + 1.0  | 314,982     | + 7.1  | 25.23              | + 6.1  | 40.0              | + 5.3  | 63.2               | + 1.1  |
| Hosiery, Full-fashion .....            | 57    | 11,979     | + .6   | 398,355     | +14.7  | 33.45              | +14.7  | 36.6              | + 8.3  | 91.0               | + 5.4  |
| Hosiery, Seamless .....                | 124   | 14,743     | + 1.4  | 343,645     | + 8.6  | 23.31              | + 7.1  | 35.0              | — .3   | 66.5               | + 3.6  |
| Iron and Steel Group .....             | 26    | 1,552      | —69.3  | 54,056      | —69.3  | 34.83              | + .1   | 43.3              | — 2.7  | 80.5               | + 2.9  |
| Knit Goods, Flat .....                 | 11    | 4,517      | — 1.2  | 111,972     | — 4.2  | 24.79              | — 3.0  | 38.0              | — 1.6  | 65.2               | — 1.5  |
| Lumber (including planing mills) ..... | 60    | 4,210      | — .8   | 111,245     | + 7.9  | 26.42              | + 8.7  | 44.1              | + 7.3  | 59.9               | + 1.4  |
| Machinery Group .....                  | 54    | 1,980      | —35.4  | 71,145      | —39.4  | 35.93              | — 6.2  | 41.4              | — .7   | 86.9               | — 5.4  |
| Paper Boxes .....                      | 17    | 850        | + 6.3  | 22,550      | +16.6  | 26.53              | + 9.8  | 41.8              | + 9.1  | 63.5               | + .6   |
| Pulp and Paper Mills .....             | 6     | 4,122      | — 2.0  | 172,637     | — 2.1  | 41.88              | — .1   | 45.1              | — 1.3  | 92.9               | + 1.2  |
| Printing and Publishing .....          | 53    | 1,351      | — 1.5  | 52,092      | + 2.2  | 38.56              | + 3.7  | 40.1              | + 3.4  | 96.3               | + .6   |
| Rayon Goods .....                      | 21    | 6,587      | — 1.2  | 203,497     | +19.3  | 30.89              | +20.8  | 42.5              | +19.7  | 72.6               | + .7   |
| Stemmeries and Redrying Plants .....   | 26    | 17,509     | +24.0  | 436,079     | +28.2  | 24.91              | + 3.4  | 43.1              | + 2.9  | 57.8               | + .5   |
| Tobacco Products .....                 | 7     | 11,128     | + 2.0  | 378,723     | + 7.0  | 34.03              | + 4.9  | 42.2              | + 4.2  | 80.6               | + .5   |
| Woolen Mills .....                     | 9     | 4,124      | — 4.3  | 117,764     | — 3.1  | 27.95              | — .9   | 41.4              | + 3.5  | 68.9               | — 2.3  |
| Other Industries .....                 | 132   | 22,890     | —11.1  | 896,860     | —12.4  | 39.18              | — 1.4  | 40.5              | — .2   | 96.8               | — 1.5  |
| <b>Nonmanufacturing:</b>               |       |            |        |             |        |                    |        |                   |        |                    |        |
| TOTAL .....                            | 710   | 16,599     | + 3.8  | \$ 411,276  | + 2.1  | \$24.78            | — 1.6  | 41.1              | — 2.4  | 60.2               | + .7   |
| Retail .....                           | 419   | 7,406      | + 8.0  | 145,433     | + 4.0  | 19.64              | — 3.7  | 36.9              | — 3.7  | 53.2               | — .2   |
| Wholesale .....                        | 162   | 2,058      | + 4.7  | 78,701      | + 6.8  | 38.24              | + 2.0  | 42.9              | — 1.2  | 89.2               | + 3.2  |
| Laundries, Dyeing and Cleaning .....   | 44    | 1,846      | — 3.1  | 34,828      | + 3.1  | 18.87              | + 6.4  | 46.3              | + 4.0  | 40.8               | + 2.3  |
| Mines and Quarries .....               | 30    | 671        | + 2.3  | 17,468      | — 1.9  | 26.03              | — 4.1  | 41.9              | — 5.4  | 62.2               | + 1.5  |
| Public Utilities .....                 | 36    | 3,634      | — .1   | 119,861     | — 2.4  | 32.98              | — 2.3  | 44.2              | — 2.0  | 74.6               | — .3   |
| Hotels .....                           | 19    | 984        | — .8   | 14,985      | — .4   | 15.23              | — 1.2  | 47.5              | — 3.7  | 32.1               | + 2.6  |
| TOTAL ALL MFG. AND NONMFG. ....        | 2,001 | 256,903    | — .8   | \$7,354,521 | + 1.8  | \$28.63            | + 2.6  | 40.1              | + 3.9  | 71.3               | — 1.4  |

X Less than .1%.



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XII

RALEIGH, NORTH CAROLINA, DECEMBER, 1945

No. 12

## Council of State Rescinds Emergency War Powers Proclamations Nos. I and III

Action Taken by Council Upon Recommendation of Commissioner  
Shuford Will Restore Prewar Labor Standards  
On January 19, 1946

■ The Council of State, meeting on November 14th and acting upon the recommendation of Commissioner of Labor Forrest H. Shuford, voted to rescind War Proclamations Numbers I and III, effective January 19, 1946. These proclamations were issued during the war after Commissioner Shuford had certified to the Governor and Council of State that it was necessary in the interest of national safety and in the furtherance of the war program that certain laws regulating labor and industry be partially suspended or modified.

War Proclamation Number I, effective May 6, 1943, contained the following five provisions:

1. Girls between 16 and 18 years of age were allowed to work as late as ten o'clock in the evening of any day, rather than nine o'clock as provided by statute,

2. The Commissioner of Labor was authorized to issue permits for the employment of 16- and 17-year-old girls as late as 12 o'clock midnight, providing the employee was engaged in essential war work and the employer provided such safeguards and protection for the general health and welfare of such minor as deemed adequate by the Commissioner.

3. The Commissioner of Labor, upon the request of a proper official of the Army or Navy, was given authority to grant permission in an emergency situation for the employment of female employees for a greater number of hours or for a greater number of days in any period of seven consecutive days than the statutory limit of nine hours per day, 48 hours per week and six days in any period of seven consecutive days.

4. The Commissioner of Labor was authorized to grant permits good for six months, rather than 60 days as provided by statute, upon application of an employer who found it necessary to work more than 56 hours per week due to the rush of seasonal business.

5. Compensation at time and one half the regular rate was mandatory for any additional hours worked as a result of the proclamation.

Each of these emergency provisions are cancelled as of January 19, 1946, except that, all permits issued by the Commissioner of Labor under 2 above shall remain in full force and effect as to those females between 16 and 18 years of age, employed at the time of cessation of hostilities, until such time as the Commis-

sioner of Labor may determine that such permits should be terminated.

War Proclamation Number III, effective August 3, 1943, contained the following five provisions:

1. Female employees over 18 years of age were permitted to work ten hours per day, rather than nine, provided they were paid time and one half for any work in excess of nine hours per day.

2. Minors 16 and 17 years of age working in a plant and on a shift working more than nine but not more than ten hours per day were permitted to work the same number of hours as worked by such shift. The hours of work of such minors could not fall between midnight and six a.m., and they were to receive time and one half for all hours worked in excess of nine hours per day.

3. Minors 14 and 15 years of age were permitted to work until nine o'clock p.m., subject to statutory provisions as to the number of hours they might work and the occupations in which they might engage.

4. Girls between the ages of 14 and 18 years of age were permitted to carry newspapers on fixed routes in residential sections in the neighborhood in which they lived, provided they did not work after six o'clock p.m. or before seven o'clock a.m., and, that the papers were delivered to the carriers at their homes by the publishers, and that the publishers provided such safeguards and protection for the general health and welfare of such minor as seemed adequate to the Commissioner of Labor.

5. The Commissioner of Labor was given authority to issue permits for the employment of male minors between the ages of 16 and 18 years at such types of work, under such conditions, and for such hours, as might be helpful to the war effort, subject to such regulations as the Commissioner found necessary to protect the

(Continued on page three)

## Building Permits Issued Source of Valuable Data

One of the most important basic sources of information regarding the volume of construction activity is the record of building permits issued by city, town and village governments. The North Carolina Department of Labor, in co-operation with the Bureau of Labor Statistics of the U. S. Department of Labor, has collected data on building permits for many years. Each of the 26 cities in North Carolina reports regularly each month to the department and 37 of our towns have been reporting for some time. The reports furnished by these municipalities give the number and value of permits issued for new buildings and for additions, alterations and repairs to existing structures. This information enables us to measure the volume of building activity and the amount of employment resulting therefrom.

Construction will be a key industry during the period of postwar readjustment. It was, therefore, especially important that we be able to supply accurate and comprehensive information regarding the volume of building activity and employment. We recently sent to the 212 mayors of towns with population of 500 or more, not already reporting to us, a questionnaire designed to determine how many of these towns required building permits before erecting new buildings and adding to, altering or repairing existing buildings. Where permits were required the questionnaire asked whether they were required in all sections of the town or in certain zones only. When the answers to these questions indicated that the municipality required permits both for new construction and for additions and repairs and that such permits were required in all sections we solicited the co-operation of the issuing officials in submitting monthly reports to us showing the number and value of permits issued.

One hundred forty-four answers received to date indicate that 58 towns not previously reporting to us will begin to do so. The other 86 towns either do not have building codes requiring permits or such codes are limited to new construction or specific zones, or both. The co-operation of these towns is not being solicited at the present time. The mayors of the 68 towns from which we still have not heard are urged to return the questionnaires at once.

Building permits are required as the result of purely local ordinances, there being no State law covering the subject. Blank permit forms are not furnished by the Department of Labor but by the individual municipality. Where such ordinances do exist, however, the Department of Labor is authorized by law to require reports on the number and value of all building permits issued.



# NORTH CAROLINA Labor and Industry

Issued Each Month by the  
NORTH CAROLINA DEPARTMENT OF LABOR  
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FORREST H. SHUFORD

Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

Vol. XII December, 1945 No. 12

## Women Production Workers in Manufacturing, October, 1945

A survey covering 1,260 North Carolina manufacturing firms shows that women production workers constitute 43.4 percent of the production workers for the month of October. Of the 217,067 workers employed, 94,128 were women.

In the eastern part of the State, 218 firms reported employing 26,840 workers, 7,331—or 27.3 percent—were women. Last month this area reported 28.7 percent women workers. The piedmont section with 882 firms reporting gave a total employment figure of 163,978 with 76,670—or 46.8 percent—women. Last month this section reported 47.3 percent women workers. In the mountain section, 160 firms reported employing 26,249 workers with 10,127—or 38.6 percent—women. This area reported 38.8 percent women workers for September.

The percentage of women workers was highest in the following manufacturing industries: Hosiery—seamless, 72.5 percent; flat knit goods, 72.5 percent; stemmeries and re-dyeing plants, 65.8 percent; hosiery—full-fashion, 62.4 percent; paper boxes, 54.7 percent; rayon, 49.2 percent; tobacco products, 46.3 percent; cotton, 46.1 percent; woolen, 45.7 percent; dyeing and finishing, 37.4 percent; food and kindred products, 34.5 percent; furniture, mattresses and bed springs, 21.6 percent.

## Greensboro Leads in Building Construction

More than \$2,691,594 worth of building construction was authorized in North Carolina cities during October, 20.1 percent more than in September when \$2,240,376 worth was authorized. An increase of 373.9 percent is noted over October, 1944, when \$567,985 worth of construction was authorized.

During October 795 permits were issued compared with 599 in September and 406 in October, 1944.

Of the total authorized construction in October \$565,150 was for new residential buildings; \$1,537,560 for nonresidential buildings, and \$588,884 for additions, alterations and repairs.

Greensboro led the cities with authorized construction valued at \$305,605; Charlotte was second with \$303,222, and Asheville was third with \$286,379.

## Asheboro Leads Towns

The 54 reporting towns with a population of less than ten thousand had authorized construction work amounting to the total of \$802,075 for the month of October. Of this amount \$404,780 was spent on new residential buildings; \$358,025 on nonresidential construction, and \$38,370 on additions, alterations and repairs.

Asheboro led the reporting towns with \$105,750 for authorized construction; Lumberton was second with \$89,009, and Rose

## Type of October Building Construction in 26 Reporting Cities

| Type of Building  | No. | Cost         | Buildings for Which Permits Were Issued |
|---|-----|--------------|---|
| RESIDENTIAL BUILDINGS:  |     |              |   |
| One-family dwellings.....   | 158 | \$ 523,150   |   |
| Two-family dwellings.....   | 2   | 7,000        |   |
| Three- and four-family dwellings....  | 2   | 13,000       |   |
| Five-or-more-family dwellings.....  | 1   | 18,000       |   |
| NEW NONHOUSEKEEPING DWELLINGS:  |     |              |   |
| Hotels.....   | 1   | 4,000        |   |
| TOTAL.....  | 164 | \$ 565,150   |   |
| NEW NONRESIDENTIAL BUILDINGS:   |     |              |   |
| Amusement and recreation places..   | 6   | \$ 106,550   |   |
| Churches.....   | 1   | 5,000        |   |
| Factories, bakeries, ice plants, laundries and other workshops....              | 41  | 673,400      |   |
| Garages, commercial.....  | 13  | 228,500      |   |
| Garages, private.....   | 34  | 25,005       |   |
| Gasoline and service stations.....  | 3   | 20,000       |   |
| Office buildings, including banks.....  | 10  | 53,200       |   |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 15  | 4,790        |   |
| Stores and other mercantile buildings.....                                      | 61  | 421,115      |   |
| TOTAL.....  | 184 | \$ 1,537,560 |   |
| ADDITIONS, ALTERATION, AND REPAIRS:   |     |              |   |
| Housekeeping dwellings.....   | 327 | \$ 178,415   |   |
| Nonhousekeeping dwellings.....  | 1   | 100          |   |
| On nonresidential buildings.....  | 119 | 410,369      |   |
| TOTAL.....  | 447 | \$ 588,884   |   |

Hill was third with \$66,000.

As noted by the number of towns reporting, we have greatly increased our sample on building construction in North Carolina towns with a population of less than ten thousand.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OCTOBER, 1944 AND OCTOBER, 1945

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |             |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|-------------|-------------------|
|                                       | Oct., 1944          | Oct., 1945 | Percentage Change | Oct., 1944     | Oct., 1945  | Percentage Change |
| Total.....                            | 406                 | 795        | + 95.8            | \$567,985      | \$2,691,594 | + 373.9           |
| Residential buildings.....            | 16                  | 164        | +925.0            | 20,000         | 565,150     | +2725.8           |
| Nonresidential buildings.....         | 63                  | 184        | +192.1            | 393,777        | 1,537,560   | + 290.5           |
| Additions, alterations and repairs... | 327                 | 447        | + 36.7            | 154,208        | 588,884     | + 281.9           |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES SEPTEMBER, 1945 AND OCTOBER, 1945

| KIND OF CONSTRUCTION                  | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |             |                   |
|---------------------------------------|---------------------|------------|-------------------|----------------|-------------|-------------------|
|                                       | Sept. 1945          | Oct., 1945 | Percentage Change | Sept. 1945     | Oct., 1945  | Percentage Change |
| Total.....                            | 599                 | 795        | +32.7             | \$2,240,376    | \$2,691,594 | +20.1             |
| Residential buildings.....            | 149                 | 164        | +10.1             | 680,875        | 565,150     | -17.0             |
| Nonresidential buildings.....         | 111                 | 184        | +65.8             | 945,065        | 1,537,560   | +62.7             |
| Additions, alterations and repairs... | 339                 | 447        | +31.9             | 614,436        | 588,884     | -4.2              |

## SUMMARY OF OCTOBER, 1945 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA (Total of October, 1944 Included for Comparison)

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |            |              |            | NEW NONRESIDENTIAL BUILDINGS |             | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|------------|--------------|------------|------------------------------|-------------|------------------------------------|------------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |            | No. FAMILIES |            | Oct., 1944                   | Oct., 1945  | Oct., 1944                         | Oct., 1945 | Oct., 1944                              | Oct., 1945  |
|                     |                  |                      | Oct., 1944                | Oct., 1945 | Oct., 1944   | Oct., 1945 |                              |             |                                    |            |   |             |
| Total.....          | 160              | \$530,150            | \$20,000                  | \$565,150  | 16           | 181        | \$393,777                    | \$1,537,560 | \$154,208                          | \$588,884  | \$567,985                               | \$2,691,594 |
| Asheville.....      | 8                | 23,650               | 1,200                     | 23,650     | 1            | 8          | 410                          | 174,225     | 13,075                             | 88,504     | 14,685                                  | 286,379     |
| Burlington.....     | 4                | 34,400               |                           | 34,400     |              | 4          |                              | 180,000     |                                    |            |   | 214,400     |
| Charlotte.....      | 8                | 19,600               |                           | 28,600     | 14           |            | 2,572                        | 219,950     | 25,087                             | 54,672     | 27,659                                  | 303,222     |
| Concord.....        | 5                | 13,300               |                           | 13,300     | 5            |            | 230                          | 12,000      | 1,600                              | 1,350      | 1,830                                   | 26,650      |
| Durham.....         | 11               | 49,500               |                           | 49,500     | 11           |            | 7,000                        | 126,365     | 3,585                              | 82,925     | 10,585                                  | 258,790     |
| Elizabeth City..... | 2                | 4,100                |                           | 4,100      | 2            |            | 225                          | 33,950      |                                    |            | 225                                     | 38,050      |
| Fayetteville.....   | 18               | 32,950               | 2,300                     | 32,950     | 5            | 18         | 12,150                       | 30,700      | 2,824                              | 9,135      | 17,274                                  | 72,785      |
| Gastonia.....       | 5                | 24,000               | 3,800                     | 24,000     | 2            | 5          | 1,975                        | 27,050      |                                    | 5,960      | 5,775                                   | 57,010      |
| Goldboro.....       | 6                | 18,950               |                           | 18,950     | 6            |            | 7,050                        | 22,300      | 625                                | 7,300      | 7,675                                   | 48,550      |
| Greensboro.....     | 35               | 131,500              | 2,800                     | 131,500    | 3            | 35         | 1,015                        | 163,530     | 32,190                             | 10,575     | 36,005                                  | 305,605     |
| Greenville.....     | 2                | 11,600               |                           | 11,600     | 2            |            | 2,950                        | 23,500      | 30                                 | 200        | 2,980                                   | 35,300      |
| Hickory.....        |                  |                      |                           |            |              |            |                              | 43,600      | 2,650                              |            | 2,650                                   | 43,600      |
| High Point.....     | 4                | 4,000                |                           | 22,000     |              | 16         | 825                          | 110,565     | 25,548                             | 27,050     | 26,373                                  | 159,615     |
| Kinston.....        | 4                | 7,800                | 500                       | 7,800      | 1            | 4          | 67,000                       | 64,500      |                                    | 5,800      | 67,500                                  | 78,100      |
| Lexington.....      | 4                | 9,950                |                           | 9,950      | 4            |            | 6,200                        |             | 2,980                              | 96,725     | 9,180                                   | 106,675     |
| New Bern.....       | 1                | 1,000                |                           | 1,000      | 1            |            |                              |             | 4,095                              | 14,870     | 4,095                                   | 15,870      |
| Raleigh.....        | 12               | 49,950               |                           | 53,950     | 12           |            | 177,175                      | 38,450      | 4,850                              | 9,000      | 182,025                                 | 101,400     |
| Reidsville.....     | 2                | 1,400                |                           | 1,400      | 2            |            |                              |             |                                    | 5,000      |   | 6,400       |
| Rocky Mount.....    | 7                | 22,100               |                           | 22,100     | 7            |            | 200                          | 1,100       |                                    | 93,200     | 200                                     | 116,400     |
| Salisbury.....      | 3                | 9,500                |                           | 9,500      | 3            |            |                              | 57,525      | 450                                | 2,660      | 450                                     | 69,685      |
| Shelby.....         | 1                | 2,000                |                           | 6,000      | 4            |            | 1,600                        | 54,700      |                                    | 2,500      | 1,600                                   | 63,200      |
| Statesville.....    | 7                | 15,700               |                           | 15,700     | 7            |            |                              | 6,000       |                                    |            |   | 21,700      |
| Thomasville.....    | 1                | 2,000                |                           | 2,000      | 1            |            |                              | 9,200       |                                    |            |   | 11,200      |
| Wilmington.....     |                  |                      | 1,300                     |            | 1            |            | 4,900                        | 81,000      | 14,359                             | 29,425     | 20,559                                  | 110,425     |
| Wilson.....         | 3                | 13,000               | 3,600                     | 13,000     | 2            | 3          | 75                           | 1,800       |                                    | 2,500      | 3,675                                   | 17,300      |
| Winston-Salem.....  | 7                | 28,200               | 4,500                     | 28,200     | 1            | 7          | 100,225                      | 55,550      | 20,260                             | 39,533     | 124,985                                 | 123,283     |



# Division of Standards and Inspections

## State Inspections

During the month of October 738 manufacturing, mercantile and service establishments employing a total of 28,017 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,229 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law. One thousand seven hundred and twenty-five compliances correcting violations of the State labor laws and rules and regulations were reported during the month. The difference between violations found and compliances reported was due to completion of compliances with recommendations or orders issued in previous months.

The violations and compliances were as follows:

|                         | Violations | Compliances |
|-------------------------|------------|-------------|
| Hour Law.....           | 64         | 65          |
| Child Labor.....        | 551        | 752         |
| Time Records.....       | 43         | 40          |
| Drinking Facilities.... | 21         | 26          |
| Sanitation.....         | 92         | 151         |
| Seats.....              | 2          | 4           |
| Safety Code.....        | 263        | 380         |
| Other.....              | 193        | 307         |

During the month three complaints alleging violations of the child labor and maximum hour laws were investigated by the Department's inspectors. Violations were substantiated in one case and im-

mediate compliance secured. In the other two cases the inspector was unable to substantiate the alleged violations.

One drug store was prosecuted for violation of the State child labor law. A fine of \$25 was imposed and court costs \$10.20, making a total of \$35.20.

## Wage-Hour and Public Contracts

A total of 95 inspections were completed in North Carolina during the month of October, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that 23 were operating in compliance with the provisions of the acts, 39 were in violation of recordkeeping provisions only, 32 were in violation of minimum wage or overtime provisions, and one was found not to be covered by the acts or exempt from the provisions thereof.

The review section closed and reported to the national office on 81 cases. Of these 19 were compliance cases and 62 violations. Back wages in the amount of \$8,736.77 were secured for 150 employees. The back wages paid by 28 establishments were to correct violations of the minimum or overtime provisions of the wage and hour law and Public Contract Act.

A total of two safety and health inspections were made under the Public Contracts Act. Of these, one establishment was found to be operating in compliance with the State Code and one was found to be operating in violation of the State Code. The injury frequency rate regulations were being violated in one establishment.

## Accident Facts

An employee of a lumber manufacturing concern was fatally injured while ripping a piece of lumber on a variety saw. Investigation revealed that the piece of lumber wedged between the saw and guide, kicking back on the operator, causing a rupture of the stomach. This emphasizes the fact that ripping should never be attempted on certain type saws; that rip saws should be properly guarded, equipped with spreader and kick-back fingers. Also emphasizes the necessity of on-the-job training which should include: telling the

(Continued on page four)

## COUNCIL OF STATE RESCINDS EMERGENCY PROCLAMATIONS

(Continued from page one)

health, education, safety and general welfare of such minors.

Each of these emergency provisions are rescinded as of January 19, 1946.

As a result of the revocation of these proclamations, female employees, subject to the statutory provisions of the law, may not work more than nine hours per day and 48 hours per week, girls 16 and 17 years of age may not work later than nine o'clock at night, minors 14 and 15 years of age may not work after six p.m., and girls under 18 years of age may not carry newspaper routes under any circumstances. The Commissioner of Labor has no discretionary power under which exemptions to the statutory law might be granted to permit longer or later hours of work.

## Industrial Safety Conference Is Attended by Inspectors

An Industrial Safety Conference, arranged by Commissioner of Labor, R. L. Gamble, was held at Columbia, S. C., during the week of November 12. The conference was attended by representatives of labor departments of the two Carolinas, Georgia and Alabama and by safety representatives from many South Carolina industries. The series of training courses were conducted by R. P. Blake, Senior Safety Engineer of the United States Department of Labor.

At the opening session of the institute on Monday morning, the group was welcomed to South Carolina by Governor Ransom J. Williams. In his speech Governor Williams commended the representatives from the other states and those of industry for gathering together to discuss the joint problem of eliminating hazards in

industries and creating safer working conditions.

On Monday the conference also heard Ben T. Huiett, Commissioner of Labor from Georgia, who stressed the importance of safety in industry.

Features of Tuesday's program were addresses by W. R. McCullum, Personnel Manager of Pacific Mills, Columbia, on "Safety in Textile Manufacturing," and Dr. George Zerbst, Director of Industrial Health, South Carolina Department of Health, on "Industrial Hygiene."

Delegates participated in a field day program on Wednesday, when they visited the Sonoco Products plant in Hartsville and attended a safety class there.

Co-ordination between Federal and state governments "is essential to adequate industrial safety programs," U. S. Senator Olin D. Johnston told the conference on Thursday. Senator Johnston explained a Senate bill of which he is the author that would provide \$5,000,000 in Federal funds for a safety engineering program directed

by state departments of labor. The senator said he had "long been interested in industrial safety because of my personal knowledge of hazards in textile mills, in which I worked as a youth."

Mr. Blake, who conducted the discussions on principals of accident prevention throughout the five-day conference, told the delegates that a total of 15,900 persons were killed in plants of this country while on the job last year. He said that a total of 1,900 persons were totally disabled and would not be able to work again and 94,000 were permanently partially disabled. Approximately 2,118 persons, he said, were temporarily disabled, causing a loss of 35 million man-days working time and this loss was at the cost of three billion dollars.

Attending the conference from North Carolina were Lewis P. Sorrell, Chief Inspector, and the following inspectors of the North Carolina Department of Labor: George B. Cherry, John R. Bulla, Harry E. Billings, Jr., Thomas Tyson, Lester H. Whitener and George W. King.

## ESTIMATES OF EMPLOYEES IN NONAGRICULTURAL ESTABLISHMENTS\*

(In Thousands)

| MONTH<br>AND<br>YEAR | UNITED STATES |        | SOUTH ATLANTIC STATES |       | NORTH CAROLINA |                                  |      |                                  |
|----------------------|---------------|--------|-----------------------|-------|----------------|----------------------------------|------|----------------------------------|
|                      | Total         | Mfg.   | Total                 | Mfg.  | Total          | % of chg. from<br>Previous Month | Mfg. | % of chg. from<br>Previous Month |
| 1945                 |               |        |                       |       |                |                                  |      |                                  |
| April                | 37,804        | 15,102 | 4,461                 | 1,527 | 679            | -1.3                             | 345  | -1.7                             |
| May                  | 37,679        | 14,811 | 4,432                 | 1,497 | 673            | -0.9                             | 340  | -1.4                             |
| June                 | 37,556        | 14,538 | 4,411                 | 1,490 | 672            | -0.1                             | 341  | -0.3                             |

\*SOURCE: United States Department of Labor, Bureau of Labor Statistics.



## Child Labor Report for October 1945

October figures on the employment of minors under 18 years of age totaled 3,238. Of this number 1,852 were issued to boys and 1,386 to girls.

Minors 16 and 17 years of age received 2,472 permits. Of this number 1,383 were issued to minors entering full-time employment for the first time—891 boys and 492 girls. Manufacturing industries employed 987 of these minors, 692 boys and 295 girls. Construction industries employed 30 and nonmanufacturing industries employed 366.

Minors 14 and 15 years of age received 744 permits for employment, 291 of these being boys and 453 girls. Twenty-two boys 12 and 13 years of age received permits for employment as news boys.

The grades completed by the 1,383 minors who obtained permits for full-time employment for the first time are as follows: grade 6 or lower, 446; grade 7, 256; grade 8, 224; grade 9, 10 or 11, 407; grade 12 or higher, 50.

## Employment and Pay Rolls October, 1945

Employment in North Carolina industries decreased during October while pay rolls, average weekly earnings and average hourly earnings showed increases.

The October survey covered 1,982 firms employing a total of 244,316 production

workers. The total weekly pay roll amounted to \$7,285,629; average weekly earnings were \$29.82; average hourly earnings were 71.8 cents; and the average hours worked per week were 41.5.

The number of workers in the 1,307 manufacturing plants was 227,959 in October, a decrease of 8.1 percent below the number for September. Manufacturing pay roll amounted to \$6,857,011 in October, 1.1 percent above the pay roll for September. Total hours worked in October were 9,447,736, a decrease of 2.0 percent below those worked in September. Weekly earnings averaged \$30.08 in October, an increase of 9.9 percent above those for September. Average hourly earnings increased from 70.4 cents in September to 72.6 cents in October, an increase of 3.1 percent. Average hours worked in October were 41.4, an increase of 6.4 percent above those worked for September.

The nonmanufacturing industries employed a total of 16,357 workers in October, an increase of 3.2 percent above the employment for September. The pay roll totaled \$428,618 in October, 3.2 percent above the pay roll for September. Hours worked in October totaled 694,164, an increase of 2.6 percent above the hours worked in September. Average weekly earnings showed no change between October and September. Average hours worked per week were 42.4, a decrease of 0.7 percent below those averaged for September. Average hourly earnings were 61.7 cents, an increase of 0.5 percent above those for September.

Average hourly earnings reported by the

various industries were as follows:

Manufacturing: Printing and publishing, 96.0 cents; pulp and paper mills, 93.1 cents; hosiery—full-fashion, 89.6 cents; machinery, 85.4 cents; tobacco products, 81.7 cents; iron and steel, 80.6 cents; rayon, 72.6 cents; dyeing and finishing, 72.2 cents; woolen, 71.0 cents; cotton, 68.8 cents; hosiery—seamless, 67.2 cents; knit goods—flat, 65.6 cents; fertilizer, 65.1 cents; furniture, mattresses and bed springs, 64.1 cents; brick, tile and terra cotta, 63.7 cents; paper boxes 62.9 cents; food and kindred products, 62.3 cents; lumber 60.1 cents; stemmeries and redrying plants, 58.1 cents; cottonseed oil, 57.9 cents.

Nonmanufacturing: Wholesale, 90.2 cents; public utilities, 73.5 cents; mines and quarries, 62.7 cents; retail, 57.9 cents; laundering, dyeing and cleaning, 41.5 cents; hotels, 33.1 cents.

## ACCIDENT FACTS

(Continued from page three)

operator the safe way of doing the job; showing him how; checking him to see that he understands and can do it the safe way, and above all, close supervision to see that he continues to do it the safe way.

A sawmill employee was fatally injured while applying belt dressing to a vertical belt. His hand was caught between the belt and pulley, throwing him into the machine, causing a fatal head injury. This emphasizes the fact that if dressing must be applied to a running belt it should be applied to the side of the belt travelling away from the pulley and not to the side traveling onto the pulley.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Cooperation with Bureau of Labor Statistics, U. S. Department of Labor

October, 1945 Compared with September, 1945

| INDUSTRIES                       | FIRMS | EMPLOYMENT |        | PAY ROLLS   |        | AV. WKLY EARNINGS |        | AV. HRS. PER WEEK |        | AV. HRLY. EARNINGS |        |
|----------------------------------|-------|------------|--------|-------------|--------|-------------------|--------|-------------------|--------|--------------------|--------|
|                                  |       | No.        | % CHG. | AMT.        | % CHG. | AMT.              | % CHG. | AMT.              | % CHG. | AMT.               | % CHG. |
| <b>Manufacturing:</b>            |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 1,307 | 227,959    | — 8.1  | \$6,857,011 | + 1.1  | \$30.08           | + 9.9  | 41.4              | + 6.4  | 72.6               | + 3.1  |
| Brick, Tile, Terra Cotta         | 12    | 642        | + 4.6  | 18,661      | +10.5  | 29.07             | + 5.7  | 45.6              | + 2.9  | 63.7               | + 2.7  |
| Cotton Goods                     | 298   | 98,953     | — 4.5  | 2,673,669   | + 2.6  | 27.02             | + 7.5  | 39.3              | — 0.3  | 68.8               | + 8.0  |
| Cottonseed Oil                   | 13    | 626        | +27.2  | 19,634      | +37.1  | 31.36             | + 7.7  | 54.1              | + 9.5  | 57.9               | — 1.7  |
| Dyeing and Finishing             | 18    | 4,406      | + .8   | 127,232     | + 3.8  | 28.88             | + 3.0  | 40.0              | + 3.4  | 72.2               | — 0.4  |
| Fertilizer                       | 45    | 1,320      | + 6.5  | 38,222      | +10.3  | 28.96             | + 3.5  | 44.5              | + 0.9  | 65.1               | + 2.5  |
| Food and Kindred Products        | 214   | 6,598      | — .5   | 178,071     | X      | 26.99             | + 0.4  | 43.3              | — 1.6  | 62.3               | + 2.0  |
| Furn., Bedsprings and Mattresses | 84    | 12,437     | + 2.2  | 323,695     | + 4.5  | 26.03             | + 2.2  | 40.6              | + 1.0  | 64.1               | + 1.3  |
| Hosiery, Full-fashion            | 60    | 12,492     | + 2.0  | 397,307     | — 2.5  | 31.81             | — 4.3  | 35.5              | — 2.7  | 89.6               | — 1.5  |
| Hosiery, Seamless                | 124   | 14,777     | + 1.2  | 346,731     | + 1.5  | 23.46             | + 0.3  | 34.9              | — 0.6  | 67.2               | + 0.9  |
| Iron and Steel Group             | 26    | 1,311      | —14.5  | 45,227      | —15.0  | 34.50             | — 0.6  | 43.0              | — 0.7  | 80.2               | no ch. |
| Knit Goods, Flat                 | 11    | 4,563      | + 1.0  | 116,974     | + 4.5  | 25.64             | + 3.4  | 39.1              | + 2.9  | 65.6               | + 0.6  |
| Lumber (including planing mills) | 64    | 4,181      | — 1.8  | 111,799     | — 0.4  | 26.74             | + 1.4  | 44.5              | + 0.9  | 60.1               | + 0.5  |
| Machinery Group                  | 56    | 1,864      | — 7.4  | 70,757      | — 0.8  | 37.96             | + 7.1  | 44.5              | + 7.5  | 85.4               | — 0.2  |
| Paper Boxes                      | 17    | 888        | + 4.5  | 23,791      | + 5.5  | 26.79             | + 1.0  | 42.6              | + 1.9  | 62.9               | — 0.9  |
| Pulp and Paper Mills             | 6     | 4,104      | — 0.4  | 173,018     | + 0.2  | 42.16             | + 0.7  | 45.3              | + 0.4  | 93.1               | + 0.2  |
| Printing and Publishing          | 60    | 1,528      | + 1.5  | 58,516      | + 3.3  | 38.30             | + 1.8  | 39.9              | no ch. | 96.0               | + 1.7  |
| Rayon Goods                      | 21    | 7,521      | no ch. | 232,811     | + 1.6  | 30.95             | + 1.5  | 42.6              | + 1.7  | 72.6               | — 0.1  |
| Stemmeries and Redrying Plants   | 25    | 17,162     | — 1.4  | 433,330     | — 0.2  | 25.25             | + 1.3  | 43.4              | + 0.7  | 58.1               | + 0.4  |
| Tobacco Products                 | 8     | 13,219     | — 1.1  | 454,103     | — 2.5  | 34.35             | — 1.4  | 42.1              | — 1.2  | 81.7               | — 0.1  |
| Woolen Mills                     | 9     | 4,293      | + 4.1  | 124,972     | + 6.1  | 29.11             | + 1.9  | 41.0              | — 1.0  | 71.0               | + 3.0  |
| Other Industries                 | 136   | 22,595     | — 2.8  | 888,491     | — 2.0  | 39.32             | + 0.8  | 41.1              | + 1.5  | 95.7               | — 0.6  |
| <b>Nonmanufacturing:</b>         |       |            |        |             |        |                   |        |                   |        |                    |        |
| TOTAL                            | 675   | 16,357     | + 3.2  | \$ 428,618  | + 3.2  | \$26.20           | no ch. | 42.4              | — 0.7  | 61.7               | + 0.5  |
| Retail                           | 370   | 6,392      | + 6.1  | 145,018     | + 5.5  | 22.69             | — 0.5  | 39.2              | — 1.3  | 57.9               | + 0.9  |
| Wholesale                        | 165   | 2,192      | + 3.1  | 85,389      | + 4.9  | 38.95             | + 1.8  | 43.2              | + 0.9  | 90.2               | + 1.0  |
| Laundries, Dyeing and Cleaning   | 53    | 2,181      | + 2.7  | 41,645      | + 4.0  | 19.09             | + 1.2  | 46.0              | — 0.6  | 41.5               | + 2.0  |
| Mines and Quarries               | 29    | 684        | + 3.0  | 19,235      | +11.6  | 28.12             | + 8.3  | 44.9              | + 7.2  | 62.7               | + 1.3  |
| Public Utilities                 | 36    | 3,675      | — 0.5  | 118,532     | — 1.7  | 32.25             | — 1.3  | 43.9              | — 0.5  | 73.5               | — 0.8  |
| Hotels                           | 22    | 1,233      | + 1.3  | 18,799      | + 1.4  | 15.25             | + 0.1  | 46.1              | — 1.7  | 33.1               | + 1.8  |
| TOTAL ALL MFG. AND NONMFG.       | 1,982 | 244,316    | — 7.4  | \$7,285,629 | + 1.2  | \$29.82           | + 9.7  | 41.5              | + 6.1  | 71.8               | + 2.9  |

X Less than .1%.



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XIII

RALEIGH, N. C., JANUARY, 1946

No. 1

## Twelfth National Conference On Labor Legislation

Forrest H. Shuford, State Commissioner of Labor; C. A. Fink, President of the North Carolina Federation of Labor, and E. L. Sandefur, Regional Director, Congress of Industrial Organizations, delegates designated by Governor Cherry, attended the Twelfth National Conference on Labor Legislation held in Washington, D. C., December 4-6.

The first two days of the conference were devoted to discussions by state labor commissioners from most of the states and officials of the U. S. Department of Labor of matters of administration, with particular reference to Federal-State co-operation. The conference carried on its work through committees considering specialized fields of the general topic.

The Industrial Relations Committee reported that it recognized that the effective basis for industrial peace is collective bargaining between management and labor. Where collective bargaining fails, the states should be encouraged, in the interest of the public, to provide every facility to labor and management for the peaceful settlement of such labor disputes as are not settled by the parties themselves, in conciliation, mediation and voluntary arbitration.

The Committee on Federal-State Co-operation recommended the further coordination of inspecting work in order to stimulate the adoption of adequate safety and health practices in industry and to secure better enforcement of wage, hour, child labor and industrial homework laws. The committee, recognizing the importance for legislative and administrative planning of basic economic data available in the several states in comparable form, recommended that the Bureau of Labor Statistics confer with the states and work out common research methods and procedures for the collection and analysis of such data.

The Committee on Strengthening of State Labor Departments, of which North Carolina's Commissioner of Labor was chairman, recommended that all functions relating to labor should be centralized in a labor department, at the state and Federal level. An effective state labor department should be authorized and staffed to analyze employment opportunities and working conditions of its wage earners, to safeguard their workplaces against all accidents and disease hazards, to protect their health and living standards against long hours and low wages, to regulate and control child labor and industrial homework, to establish higher standards of housing,

## Federal Child Labor Regulations Return to Prewar Standards

■ Katharine F. Leuroot, Chief of the Children's Bureau, United States Department of Labor, has announced the revocation of wartime amendments to the child-labor regulations issued under the Fair Labor Standards Act of 1938 covering establishments producing goods for shipment in interstate commerce. Under the provisions of the Fair Labor Standards Act, the minimum age for most employment in establishments subject to the act is 16 years, with an 18-year minimum for specific hazardous occupations, and a 14-year minimum for certain work defined in Regulation No. 3 as not harmful.

### IMPORTANT NOTICE TO EMPLOYERS

The Council of State, meeting on November 14th and acting upon the recommendation of Commissioner of Labor Forrest H. Shuford, voted to rescind War Proclamations Numbers I and III, effective January 19, 1946.

As a result of the revocation of these proclamations, female employees, subject to the statutory provisions of the law, may not work more than nine hours per day and 48 hours per week; girls 16 and 17 years of age may not work later than nine o'clock at night; minors 14 and 15 years of age may not work after six p.m., and girls under 18 years of age may not carry newspaper routes under any circumstances.

The Commissioner of Labor has no discretionary power under which exemptions to the statutory law might be granted to permit longer or later hours.

Employers are urged to take note of the effective date of this action and to take necessary steps on or before January 19 to bring their establishment into compliance with the statutory laws of the State.

to maintain a public employment service, to foster systems of voluntary apprenticeship, to award compensation against the ravages of job injuries and unemployment and to promote industrial peace. To accomplish this purpose the committee recognized that improved labor legislation in many states and Federal aid to states for the enforcement of state labor laws and the strengthening of state labor departments without, however, impairing the sovereignty of the states, was needed. This committee, as did the Committee on Federal-State Co-operation, recognized the importance of sound statistical information concerning employment, unemployment,

The amendments issued during the war because of certain acute manpower shortages while maintaining most controls over conditions of work and occupations of children, have been terminated on dates set to allow employers time for necessary adjustments.

Under the emergency amendment affecting raw shrimp houses, employers have been permitted to hire minors between 14 and 16 to head and peel fresh raw or frozen shrimp under certain conditions. Revocation of this amendment became effective November 30, 1945.

The emergency amendment affecting the fruit and vegetable packing industry has permitted the employment of 14- and 15-year-old minors for work in perishable fresh fruit and vegetable packing sheds after 7 p.m. and until 10 p.m. This amendment was revoked as of October 31, 1945.

The wartime amendment to Hazardous Occupations Order No. 5 permitted the employment of 16- and 17-year-old minors to operate nailing, stapling, wire-stitching, fastening or assembling machines used in the manufacture of veneer fruit and vegetable baskets, hampers, or crates. This amendment was revoked as of October 31, 1945.

The revocation of these amendments, together with the cancellation of North Carolina Emergency War Powers Proclamations Numbers I and III, serve to restore all child-labor regulations, both State and Federal, to their prewar standards.

hours of work, earnings, wage rates, cost of living, industrial relations, industrial disputes, industrial accidents and safety, labor productivity, and other subjects related to labor.

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Commissioner of Labor

PREPARED BY DIVISION OF STATISTICS

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## Number of Women Production Workers in Manufacturing November, 1945

The percentage of women production workers in North Carolina manufacturing industries decreased from 43.4 percent in October to 43.0 percent in November. The survey made by the Division of Statistics covered 1,265 manufacturing establishments employing 224,118 workers—96,370 of these being women.

Two hundred and twenty-three establishments were located in the eastern coastal area and employed 29,089 production workers, 8,156 of these—or 28.0 percent—being women. In October, 27.3 percent of the workers in this area were women.

In the piedmont section of the State, 887 establishments reported employing 168,155 production workers, 78,202—or 46.5 percent—of these being women workers. In October 46.8 percent of the workers in this area were women.

One hundred and fifty-five establishments in the mountain section reported employing 26,874 workers, 10,012—or 37.3 percent—of these being women. In October 38.6 percent of the workers in this area were women.

The percentage of women workers were highest in the following manufacturing industries: knit goods, flat, 72.0 percent; hosiery, seamless, 71.9 percent; stemmeries and redrying plants, 67.4 percent; hosiery,  
(Continued on page three)

## Raleigh Leads in Building Construction

More than two and a half million dollars worth of building construction was authorized in North Carolina cities during November, 3.6 percent more than in October. An increase of approximately 417.4 percent is noted over November, 1944 when \$539,000 worth of construction was authorized.

During November 710 permits were issued compared with 795 in October and 411 in November, 1944.

Of the total authorized construction in November, \$821,625 was for new residential buildings; \$1,014,312 was for non-residential buildings, and \$953,730 was for additions, alterations and repairs.

Raleigh led the cities with authorized construction valued at \$743,739; Durham was second with \$251,850, and Charlotte was third with \$210,981.

## Sanford Leads Towns in Building Construction

The 65 reporting towns with a population of less than 10,000 had authorized building construction work amounting to \$848,830 for the month of November. Of this amount, \$264,050 was for residential buildings; \$510,470 was for nonresidential buildings, and \$74,310 was for additions, alterations and repairs.

## Type of November Building Construction in 26 Re- porting Cities

| Type of Building   | Buildings for Which Permits Were Issued |                    |
|--|---|--------------------|
|  | No.                                     | Cost               |
| <b>RESIDENTIAL BUILDINGS:</b>                              |   |                    |
| One-family dwellings.....                                  | 206                                     | \$ 794,025         |
| Two-family dwellings.....                                  | 3                                       | 13,600             |
| One-family and two-family dwellings with stores, etc. .... | 2                                       | 14,000             |
| <b>TOTAL .....</b>   | <b>211</b>                              | <b>\$ 821,625</b>  |
| <b>NEW NONRESIDENTIAL BUILDINGS:</b>                       |   |                    |
| Churches .....   | 1                                       | \$ 8,000           |
| Factories, bakeries, ice plants, laundries, etc.....       | 31                                      | 215,905            |
| Garages, commercial.....                                   | 10                                      | 80,000             |
| Garages, private.....                                      | 39                                      | 22,422             |
| Gasoline and service stations.....                         | 5                                       | 46,950             |
| Office buildings, including banks.....                     | 6                                       | 147,600            |
| Public buildings (Federal, state, county, local).....      | 1                                       | 12,000             |
| Public works and utilities.....                            | 3                                       | 6,500              |
| Educational buildings.....                                 | 2                                       | 17,500             |
| Sheds, poultry houses, contractors' offices, etc.....      | 15                                      | 2,660              |
| Stores and other mercantile buildings .....                | 78                                      | 454,775            |
| <b>TOTAL .....</b>   | <b>191</b>                              | <b>\$1,014,312</b> |
| <b>ADDITIONS, ALTERATION, AND REPAIRS:</b>                 |   |                    |
| Housekeeping dwellings.....                                | 209                                     | \$ 103,778         |
| Nonhousekeeping dwellings.....                             | 4                                       | 50,900             |
| On nonresidential buildings.....                           | 95                                      | 799,052            |
| <b>TOTAL .....</b>   | <b>308</b>                              | <b>\$ 953,730</b>  |

Sanford led the other reporting towns with authorized construction valued at \$76,000; Lumberton was second with \$69,500, and Jacksonville was third with \$59,850.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES NOVEMBER, 1944 AND NOVEMBER, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST   |                    |                   |
|---|---------------------|------------|-------------------|------------------|--------------------|-------------------|
|   | Nov. 1944           | Nov. 1945  | Percentage Change | Nov. 1944        | Nov. 1945          | Percentage Change |
| <b>Total.....</b>                       | <b>411</b>          | <b>710</b> | <b>+ 72.7</b>     | <b>\$539,185</b> | <b>\$2,789,667</b> | <b>+ 417.4</b>    |
| Residential buildings.....              | 29                  | 211        | +627.6            | 37,200           | 821,625            | +2108.7           |
| Nonresidential buildings.....           | 58                  | 191        | +229.3            | 306,130          | 1,014,312          | + 231.3           |
| Additions, alterations and repairs..... | 324                 | 308        | - 4.9             | 195,855          | 953,730            | + 387.0           |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OCTOBER, 1945 AND NOVEMBER, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|------------|-------------------|--------------------|--------------------|-------------------|
|   | Oct., 1945          | Nov. 1945  | Percentage Change | Oct., 1945         | Nov. 1945          | Percentage Change |
| <b>Total.....</b>                       | <b>795</b>          | <b>710</b> | <b>-10.7</b>      | <b>\$2,691,594</b> | <b>\$2,789,667</b> | <b>+ 3.6</b>      |
| Residential buildings.....              | 164                 | 211        | +28.7             | 565,150            | 821,625            | +45.4             |
| Nonresidential buildings.....           | 184                 | 191        | + 3.8             | 1,537,560          | 1,014,312          | -34.0             |
| Additions, alterations and repairs..... | 447                 | 308        | -31.1             | 588,884            | 953,730            | +62.0             |

## SUMMARY OF NOVEMBER, 1945 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of November, 1944 Included for Comparison

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |                  |              |            | NEW NONRESIDENTIAL BUILDINGS |                    | ADDITIONS, ALTERATIONS AND REPAIRS |                  | ESTIMATED COST OF ALL CONSTRUCTION WORK |                    |
|---------------------|------------------|----------------------|---------------------------|------------------|--------------|------------|------------------------------|--------------------|------------------------------------|------------------|---|--------------------|
|                     |                  |                      | ESTIMATED COST            |                  | No. FAMILIES |            | Nov. 1944                    | Nov. 1945          | Nov. 1944                          | Nov. 1945        | Nov. 1944                               | Nov. 1945          |
|                     |                  |                      | Nov. 1944                 | Nov. 1945        | Nov. 1944    | Nov. 1945  |                              |                    |                                    |                  |   |                    |
| <b>Total.....</b>   | <b>209</b>       | <b>\$807,625</b>     | <b>\$37,200</b>           | <b>\$821,625</b> | <b>29</b>    | <b>228</b> | <b>\$306,130</b>             | <b>\$1,014,312</b> | <b>\$195,855</b>                   | <b>\$953,730</b> | <b>\$539,185</b>                        | <b>\$2,789,667</b> |
| Asheville.....      | 14               | 52,600               |                           | 52,600           |              | 14         | 510                          | 30,050             | 22,625                             | 14,369           | 23,135                                  | 97,019             |
| Burlington.....     | 4                | 12,675               |                           | 12,675           |              | 4          |                              | 134,000            |                                    | 50,000           |   | 196,675            |
| Charlotte.....      | 18               | 71,100               |                           | 85,100           |              | 35         | 37,150                       | 43,680             | 47,451                             | 82,201           | 84,601                                  | 210,981            |
| Concord.....        | 2                | 10,100               |                           | 10,100           |              | 2          | 1,500                        | 16,600             | 2,900                              | 20,700           | 4,400                                   | 47,400             |
| Durham.....         | 26               | 134,400              |                           | 134,400          |              | 26         | 70,000                       | 106,900            | 10,640                             | 10,550           | 80,640                                  | 251,850            |
| Elizabeth City..... | 2                | 5,400                | 1,500                     | 5,400            | 1            | 2          | 12,750                       | 4,625              | 1,125                              | 950              | 15,375                                  | 10,975             |
| Fayetteville.....   | 24               | 31,900               | 6,800                     | 31,900           | 12           | 24         | 3,660                        | 11,800             | 8,072                              | 5,600            | 18,472                                  | 49,300             |
| Gastonia.....       | 5                | 24,000               |                           | 24,000           |              | 5          | 7,750                        | 25,625             |                                    |                  | 7,750                                   | 49,625             |
| Goldsboro.....      | 2                | 17,000               | 800                       | 17,000           | 1            | 2          | 7,550                        | 70,050             | 1,650                              | 4,050            | 10,000                                  | 91,100             |
| Greensboro.....     | 11               | 42,900               |                           | 42,900           |              | 12         | 2,000                        | 129,207            | 9,779                              | 25,050           | 11,779                                  | 197,157            |
| Greenville.....     | 1                | 3,000                |                           | 3,000            |              | 1          |                              | 950                | 875                                | 1,450            | 875                                     | 5,400              |
| Hickory.....        | 10               | 138,350              |                           | 46,500           |              | 10         | 5,150                        | 39,000             | 550                                | 28,000           | 5,700                                   | 113,500            |
| High Point.....     | 9                | 28,650               |                           | 28,650           |              | 9          | 20,790                       | 25,475             | 24,794                             | 15,102           | 45,584                                  | 69,227             |
| Kinston.....        |                  |                      | 4,200                     |                  | 3            |            | 8,000                        |                    | 1,300                              |                  | 13,500                                  |                    |
| Lexington.....      | 4                | 7,800                |                           | 7,800            |              | 4          | 300                          | 25,500             | 1,000                              |                  | 1,300                                   | 33,300             |
| New Bern.....       | 1                | 12,000               |                           | 12,000           |              | 1          |                              | 5,500              |                                    | 2,325            |   | 19,825             |
| Raleigh.....        | 30               | 138,350              |                           | 138,350          |              | 30         | 5,900                        | 90,350             | 9,050                              | 515,039          | 14,950                                  | 743,739            |
| Reidsville.....     | 7                | 30,300               |                           | 30,300           |              | 7          | 200                          | 15,500             | 4,420                              |                  | 4,620                                   | 45,800             |
| Rocky Mount.....    | 2                | 10,000               | 1,500                     | 10,000           | 1            | 3          |                              | 11,750             | 1,450                              | 3,400            | 2,950                                   | 25,150             |
| Salisbury.....      | 4                | 17,500               |                           | 17,500           |              | 4          |                              | 17,950             | 6,475                              | 8,600            | 6,475                                   | 44,050             |
| Shelby.....         | 6                | 18,000               |                           | 18,000           |              | 6          | 1,600                        | 12,500             |                                    | 7,200            | 1,600                                   | 37,700             |
| Statesville.....    | 9                | 40,400               |                           | 40,400           |              | 9          | 8,280                        | 106,000            |                                    |                  | 8,280                                   | 146,400            |
| Thomasville.....    | 1                | 1,800                |                           | 1,800            |              | 1          |                              | 43,000             |                                    | 350              |   | 45,150             |
| Wilmington.....     | 1                | 3,500                | 8,800                     | 3,500            | 5            | 1          | 6,000                        | 25,500             | 28,659                             | 25,066           | 43,459                                  | 54,066             |
| Wilson.....         | 10               | 27,800               | 5,800                     | 27,800           | 4            | 10         | 2,000                        | 16,900             |                                    | 65,900           | 7,800                                   | 110,600            |
| Winston-Salem.....  | 6                | 19,950               | 7,800                     | 19,950           | 2            | 6          | 105,100                      | 5,900              | 13,040                             | 67,828           | 125,940                                 | 93,678             |



# Division of Standards and Inspections

## State Inspections

During the month of November 585 manufacturing, mercantile and service establishments employing a total of 18,543 workers were inspected under the provisions of the North Carolina labor rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 908 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law. Nine hundred and fifty-four compliances correcting violations of the State labor laws and rules and regulations were reported during the month. The difference between violations found and compliances reported was due to completion of compliances with recommendations or orders issued in previous months.

The violations and compliances were as follows:

|                         | Violations | Compliances |
|-------------------------|------------|-------------|
| Hour law.....           | 41         | 29          |
| Child labor.....        | 441        | 476         |
| Time records.....       | 37         | 29          |
| Drinking facilities.... | 10         | 9           |
| Sanitation.....         | 98         | 64          |
| Seats.....              | 2          | —           |
| Safety code.....        | 213        | 207         |
| Other.....              | 96         | 140         |

During the month eight complaints alleging violations of the child labor and maxi-

mum hour laws were investigated by the Department's inspectors. Violations were substantiated in each case and immediate compliance secured.

## Wage-Hour and Public Contracts

A total of 71 inspections were completed in North Carolina during the month of November, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that eight were operating in compliance with the provisions of the acts, 28 were in violation of recordkeeping provisions only and 35 were in violation of minimum wage or overtime provisions of the acts.

The review section closed and reported to the national office on 77 cases. Of these six were compliance cases and 71 violations. Back wages in the amount of \$12,618.54 were secured for 387 employees. The back wages paid by 26 establishments were to correct violations of the minimum or overtime provisions of the wage and hour law and Public Contracts Act.

A total of one safety and health inspection was made under the Public Contracts Act. The establishment was found to be operating in violation of the State Code. The injury frequency rate regulations were being violated in one establishment.

the changing composition of the labor force, and other factors, average weekly earnings constitute a better measure of income trends than of changes in rates of pay.

Even as a measure of the worker's income available for expenditure, average weekly earnings have become defective in recent years, owing to the increased importance of pay-roll deductions.

We generally think of two types of statistics on weekly hours—estimates of the average number of hours actually worked in a week by wage earners, and estimates of the average full-time scheduled workweek. The main emphasis, we feel, is upon actual working hours as published by the Department. These statistics are one of the basic measures of manpower utilization. They are important also in economic analyses; when used with comparable employment estimates, they yield the man-hour data needed in analyzing trends in productivity and studying the relationship between employment and other measures of economic activity.

Estimates of full-time scheduled hours recorded, prior to 1939, the progress made by workers in this country in obtaining a shorter basic workweek. Recently, they indicated the extent to which industries changed from the 40-hour schedule prevailing before the war to a workweek of 48 hours or longer, in order to make more intensive use of their manpower. Today, they record the return to prewar standards. The relationship between scheduled and actual hours varies greatly in different industries and under different economic conditions. There is reason to believe, however, that the average scheduled workweek in a given plant or industry is generally at least two hours longer than the average number of hours actually worked, owing to loss of working time

## Safety Engineers Return From Service

During November and December the Department welcomed back three of its staff of Safety engineers who have been serving in the armed forces of our country. Their return materially strengthens the work of the Department in this important field.

W. C. (Billy) Creel, a lieutenant in the navy, entered service in March, 1943. He was attached to the anti-submarine forces and had considerable overseas duty.

Charles Twiddy, a chief warrant officer in the army, entered service in March, 1942. He was attached to the Ordnance Division at mid-Pacific headquarters in Hawaii.

Lester H. Whitener, a sergeant in the army, entered service in May, 1942. He was attached to the 113th Base Unit Air Corps, Charleston, S. C.

## NUMBER OF WOMEN PRODUCTION WORKERS IN MANUFACTURING

(Continued from page two)

full-fashion, 61.8 percent; paper boxes, 53.6 percent; rayon goods, 49.3 percent; cotton goods, 45.6 percent; tobacco products, 44.7 percent; woolen mills, 42.7 percent; dyeing and finishing, 37.2 percent; food and kindred products, 34.8 percent; and furniture, mattresses and bed springs, 21.4 percent.

from such causes as absenteeism, turnover and machinery breakdown. When part-time employment becomes widespread, the discrepancy is, of course, much wider.

It is not intended that the data presented from our employment and pay roll survey represent the average weekly earnings of full-time workers, nor should they be used to compute such earnings.

It is hoped that this explanation may serve to clarify any misunderstanding that now exists and that the data as presented may continue to be found useful and needed.

## Labor Turnover, October, 1945

Factory workers were hired at the rate of \$6 per 1,000 in October, the highest since October, 1942, the Bureau of Statistics of the U. S. Department of Labor reported. At the same time, lay-offs dropped from 45 per 1,000 in September to 23 in October, the average level of prewar years, as the necessity for further lay-offs diminished and employers began expansion of their work forces.

The rise in the hiring rate for all manufacturing reflected increases in all major industry groups, except paper products, which was stable, and food and tobacco, which declined seasonally.

Men were hired in much greater numbers than women. Almost two thirds of the major groups hired men at a faster rate than women, while in all groups, women were separated from their jobs at a faster rate than men. With the termination of wartime relaxation of labor laws, some girls under 18 years of age and women who had been working on night shifts were laid off. In other cases, women were released to make room for veterans.

## Average Hourly and Weekly Earnings

The Department of Labor has recently received many inquiries concerning our statistical data on average hourly and weekly earnings and average hours worked. These inquiries have indicated a growing interest in and use of data published each month in this publication. They likewise have indicated some misunderstanding of the purpose of our data.

During periods of general economic stability it may be safely assumed that changes in gross average hourly earnings reflect changes in wage rates. Under rapidly changing conditions of employment, however, such as those of recent years, earnings and rates may move quite differently. Simple averages of total pay roll divided by total hours of work (the method used by us) can furnish only a rough approximation of changes in wage rates.

More refined estimates of wage rate changes can be secured by eliminating the effect of changes in the extent of overtime work at premium pay and thus to estimate the trend of average earnings on a straight-time basis. There are, however, several other factors which cannot be isolated by any estimate derived from the Department's mailed questionnaires covering gross pay rolls and man-hours. The elimination of these factors requires field investigation of wages for which the Department has neither the funds nor the personnel at the present time.

Average weekly earnings, consisting of a simple division of the total pay roll by the number of workers employed, constitute the most readily available type of wage statistics. Because they are greatly influenced by part-time and overtime work,



## Employment and Pay Rolls November, 1945

Employment, total pay rolls and total hours in 1,942 North Carolina industrial establishments increased slightly during November and fractional increases were recorded in average weekly and hourly earnings.

Hourly earnings in 1,288 manufacturing plants averaged 73.1 cents, an increase of seven tenths of one percent over the month, while hourly earnings in mercantile and service industries averaged 62.8 cents, an increase of 1.5 percent. Over-all average hourly earnings in all industries averaged 72.4 cents, an eight tenths of one percent increase over the October average.

The reporting plants employed a total of 255,285 workers and had an aggregate weekly pay roll of \$7,403,519. The length of the workweek decreased two tenths of one percent below the month to 40.1 hours. The average weekly wage was \$29.00.

Highest wages among the nonmanufacturing industries, including wholesale, retail, mining and service establishments, were paid by wholesale firms, averaging 88.4 cents an hour.

Average hourly earnings reported by the manufacturing industries were as follows: Printing and publishing, 97.8 cents; pulp and paper mills, 93.4 cents; hosiery, full-fashion, 89.4 cents; machinery, 85.8 cents; tobacco products, 84.6 cents; iron and steel, 78.5 cents; dyeing and finishing, 73.2 cents; rayon goods, 72.5 cents; woolen mills, 72.2

cents; cotton goods, 68.9 cents; hosiery, seamless, 67.6 cents; knit goods, flat, 65.3 cents; brick, tile and terra cotta, 65.1 cents; fertilizer, 64.6 cents; furniture, mattresses and bed springs, 64.6 cents; food and kindred products, 62.9 cents; paper boxes, 62.5 cents; stemmeries and redrying plants, 60.9 cents; lumber, 59.8 cents, and cottonseed oil, 56.3 cents.

## Child Labor Report, Nov. 1945

Employment of children under 18 years of age increased from 3,238 in October to 3,718 in November. This increase is due to the large number of part-time workers employed for the holiday season. Of the total number of certificates issued, 1,703 were issued to boys and 2,015 to girls. In November, 1944, 5,313 permits were issued to minors.

One thousand one hundred and forty-six minors 16 and 17 years of age entered full-time employment for the first time. Of this number, 696 were boys and 450 were girls. Employment of these minors was distributed among industry as follows: Manufacturing, 797; nonmanufacturing, 341, and construction, 11. Eight hundred and seventy-three minors 16 and 17 years of age received reissued certificates and 566 minors 16 and 17 were given part-time certificates.

Minors 14 and 15 years of age who are permitted to work only outside school hours and during vacation received 1,114 permits, 292 of these being boys and 822

girls. Nineteen permits were issued to newsboys 12 and 13 years of age.

Of the 1,146 minors 16 and 17 years of age entering full-time employment for the first time, 360 had completed grade six or lower; 187 grade seven; 190 grade eight; 367 grade nine, ten or eleven, and 42 grade twelve or higher.

## Leward Cotton Mills Make Many Improvements

According to a report received from one of the inspectors of the Department of Labor, the Leward Cotton Mills of Worthville are remodeling the entire village of 50 houses. Mr. O. R. Blalock, general manager for the plant, made a tour of the village with the inspector. Most of the houses have been painted, reroofed and underpinned with brick and new porches have been added. The company plans to refloor the houses, install sheet-rock wall boards and Cello-tex the ceilings which are to be painted. Mr. Blalock says that this work is being done at an average of \$600 per house and in some cases as much as \$1,200 per house.

Many improvements have been made in the last few years in the plant and the company plans to remodel the weave room and install new individual-driven looms at an early date. The work of this plant is a good example of the improvements to be expected of small textile plants in the near future.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

November, 1945 Compared with October, 1945

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY. EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|-------------------|--------------|--------------------|--------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.               | % CHG.       |
| <b>Manufacturing:</b>                               |              |                |              |                    |              |                   |              |                   |              |                    |              |
| TOTAL   | 1,288        | 238,961        | + 1.4        | \$6,975,084        | + 1.8        | \$29.19           | + 0.4        | 39.9              | - 0.5        | 73.1               | + 0.7        |
| Brick, Tile, Terra Cotta                            | 12           | 778            | +21.2        | 21,361             | +14.5        | 27.46             | - 5.5        | 42.2              | - 7.5        | 65.1               | + 2.2        |
| Cotton Goods  | 305          | 101,215        | + 1.6        | 2,757,326          | + 2.7        | 27.24             | + 1.1        | 39.5              | + 0.8        | 68.9               | + 0.3        |
| Cottonseed Oil                                      | 13           | 795            | +27.0        | 23,201             | +18.2        | 29.18             | - 7.0        | 51.9              | - 4.1        | 56.3               | - 2.8        |
| Dyeing and Finishing                                | 18           | 4,599          | + 3.6        | 135,190            | + 5.7        | 29.40             | + 2.0        | 40.2              | + 0.8        | 73.2               | + 1.4        |
| Fertilizer  | 43           | 1,518          | +15.5        | 41,272             | + 8.2        | 27.19             | - 6.3        | 42.1              | - 5.2        | 64.6               | - 1.1        |
| Foods and Kindred Products                          | 206          | 6,374          | - 0.2        | 173,119            | + 1.9        | 27.16             | + 2.1        | 43.2              | - 0.2        | 62.9               | + 2.4        |
| Furn., Bedsprings and Mattresses                    | 80           | 12,463         | + 1.6        | 326,254            | + 2.9        | 26.18             | + 1.3        | 40.5              | no ch.       | 64.6               | + 1.2        |
| Hosiery, full-fashion                               | 60           | 13,652         | + 4.0        | 445,845            | + 6.6        | 32.66             | + 2.5        | 36.5              | + 2.5        | 89.4               | - 0.2        |
| Hosiery, seamless                                   | 121          | 15,345         | + 5.7        | 375,155            | + 9.9        | 24.38             | + 4.0        | 36.1              | + 3.4        | 67.6               | + 0.4        |
| Iron and Steel Group                                | 23           | 897            | -27.3        | 30,348             | -28.4        | 33.83             | - 1.6        | 43.1              | + 0.2        | 78.5               | - 1.8        |
| Knit Goods, flat                                    | 10           | 4,468          | - 0.4        | 111,816            | - 2.7        | 25.03             | - 2.3        | 38.3              | - 1.8        | 65.3               | - 0.6        |
| Lumber (including planing mills)                    | 63           | 4,630          | + 4.4        | 117,072            | + 0.9        | 25.29             | - 3.3        | 42.3              | - 3.2        | 59.8               | no ch.       |
| Machinery Group                                     | 53           | 1,890          | + 3.4        | 71,761             | + 3.8        | 37.97             | + 0.3        | 44.3              | - 0.2        | 85.8               | + 0.7        |
| Paper Boxes   | 17           | 937            | + 5.5        | 24,521             | + 3.3        | 26.17             | - 2.1        | 41.9              | - 1.6        | 62.5               | - 0.3        |
| Pulp and Paper Mills                                | 6            | 4,202          | + 2.4        | 176,279            | + 1.9        | 41.95             | - 0.5        | 44.9              | - 0.9        | 93.4               | + 0.3        |
| Printing and Publishing                             | 62           | 1,463          | + 1.0        | 57,509             | + 3.7        | 39.31             | + 2.7        | 40.2              | no ch.       | 97.8               | + 2.7        |
| Rayon Goods   | 21           | 7,576          | + 1.6        | 233,220            | + 1.1        | 30.78             | - 0.5        | 42.5              | - 0.2        | 72.5               | - 0.1        |
| Stemmeries and Redrying Plants                      | 25           | 15,602         | - 6.5        | 381,763            | - 9.8        | 24.47             | - 3.5        | 40.2              | - 7.2        | 60.9               | + 3.9        |
| Tobacco Products                                    | 8            | 13,386         | + 1.3        | 463,489            | + 2.1        | 34.62             | + 0.8        | 40.9              | - 2.9        | 84.6               | + 3.5        |
| Woolen Mills  | 8            | 4,340          | + 7.8        | 128,760            | + 8.4        | 29.67             | + 0.5        | 41.1              | - 0.2        | 72.2               | + 0.8        |
| Other Industries                                    | 134          | 22,831         | - 0.1        | 880,823            | - 1.4        | 38.58             | - 1.3        | 41.1              | + 0.2        | 93.9               | - 1.5        |
| <b>Nonmanufacturing:</b>                            |              |                |              |                    |              |                   |              |                   |              |                    |              |
| TOTAL   | 654          | 16,324         | + 3.3        | \$ 428,435         | + 3.1        | \$26.25           | - 0.2        | 41.8              | - 1.6        | 62.8               | + 1.5        |
| Retail  | 362          | 6,889          | + 5.9        | 155,810            | + 4.8        | 22.62             | - 1.1        | 38.1              | - 2.6        | 59.4               | + 1.5        |
| Wholesale   | 162          | 2,635          | + 4.6        | 79,076             | + 6.9        | 38.86             | + 2.2        | 43.9              | - 0.2        | 88.4               | + 2.2        |
| Laundries, Dyeing and Cleaning                      | 49           | 2,068          | no ch.       | 40,146             | + 1.8        | 19.41             | + 1.8        | 45.9              | no ch.       | 42.3               | + 1.7        |
| Mines and Quarries                                  | 29           | 693            | + 1.3        | 18,911             | - 1.7        | 27.29             | - 3.0        | 43.2              | - 3.8        | 63.2               | + 0.8        |
| Public Utilities                                    | 36           | 3,704          | + 0.3        | 120,384            | - 0.6        | 32.50             | - 0.9        | 43.8              | - 1.6        | 74.3               | + 0.8        |
| Hotels  | 16           | 935            | + 3.3        | 14,108             | + 6.6        | 15.09             | + 3.2        | 47.1              | + 0.9        | 32.0               | + 2.2        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING</b> | <b>1,942</b> | <b>255,285</b> | <b>+ 1.5</b> | <b>\$7,403,519</b> | <b>+ 1.9</b> | <b>\$29.00</b>    | <b>+ 0.3</b> | <b>40.1</b>       | <b>- 0.2</b> | <b>72.4</b>        | <b>+ 0.8</b> |

X Less than .1%.



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# North Carolina Labor and Industry

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Vol. XIII

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No. 2

## Commissioner Expresses Opinion On Minimum Wage Legislation

(A statement prepared by Forrest H. Shuford, Commissioner of Labor, for presentation at the public hearing on minimum wage legislation held in Durham on January 12.)

This open forum meeting is an example of democracy in action—a meeting in which the viewpoints of individual citizens and of organized groups of people are freely aired and discussed.

I would like to remind every person present that we have recently concluded a world struggle in defense of just the kind of free public discussion which this gathering exemplifies. I think it is a good thing, the sign of dynamic life in a flourishing republic, that meetings for the discussion of minimum wage legislation should be held here in our State and all over the nation. We have successfully defended our heritage of political freedom and our position of leadership among the nations of the earth. Now we are anxious to see to it that the liberty which we have won anew is translated into concrete security and growth, both for the men and women who fought the war and for the nation of people who supported them by working at home.

One of the essential features of that security and growth is the maintenance of a healthy standard of salaries and wages. The people who produce the goods must be guaranteed a fair return from their labor, a return which is consistent with the scale of prices and the condition of living.

As Commissioner of Labor, I have long been an advocate of minimum wage legislation. It is my opinion that wages generally should be fixed as high as industry can competitively afford to pay. I believe that minimum wages should be increased as rapidly as is practicable without substantially curtailing employment or earning power. That was the policy enunciated in the Fair Labor Standards Act when that law was passed in 1938, and it is still a sound policy eight years later, although the economic picture in America has changed radically since the last year before the war.

It is my belief that the time has now come when the statutory minimum wage can and should be raised. I am in accord with Dr. Frank Graham, President of the University of North Carolina, and a recognized national leader in behalf of the rights of the working people, who was recently quoted in the press as saying: "It is timely that there should not be a recession in the level of general purchasing power and there should be some ad-

(Continued on page three)

## 1945 In Review

There were few functional highlights to which the Department of Labor can point in 1945.

The Legislature convened and adjourned without any material change having been made in the labor laws. Noteworthy exception is found in the enactment of a voluntary arbitration bill. The establishment of procedural machinery required most of 1945 and all indications point to increasing use in 1946 of the provisions contained in this act for the amicable settlement of differences between labor and industry.

In July the Department was able to announce the availability of an industrial directory of the State. This is the first such directory published in many years and, although confined to manufacturing, met a very definite need. It is hoped that this publication may be enlarged and published at regular intervals in the future.

During the war several statutory provisions of our labor laws were relaxed by proclamation of the Governor, under his emergency war powers. With the end of the war the necessity for the relaxation of these laws ceased and Governor Cherry, by proclamation made in December, ordered the return to prewar standards on January 19, 1946.

During 1945 the Division of Standards and Inspections reported inspecting 8,584 establishments in North Carolina. These establishments employed 294,227 workers. The inspections revealed a total of 14,971 violations of the labor laws, including rules and regulations of safety, health, record keeping and other provisions of the law. Compliances correcting these violations were secured in 13,264 cases either immediately or within a short time after their discovery.

A total of 1,038 inspections were completed during the year under the Fair Labor Standards Act and the Public Contracts Act. Back wages in the amount of \$211,208 were secured for 6,916 employees as a result of these inspections.

The relaxation of restrictions on construction resulted in a sharp increase during the latter months of the year in the number of building permits issued and the value thereof. In our 26 cities of more than 10,000 population 6,652 permits were issued authorizing construction valued at \$22,832,352. Of this amount, \$5,070,433 represented new residential construction providing for 1,453 families. The inadequacy

(Continued on page three)

## Safety First

By NED H. DEARBORN

President of the National Safety Council

It is high time for all Americans to face realistically a blunt and shocking fact. Accidents now imperil the life and limb of more Americans than any war in history. Accidents will cause more deaths in the forthcoming year than any of a long list of deadly diseases, including pneumonia, tuberculosis and infantile paralysis. Unless proper preventive measures are promptly applied on a national scale, here are the frightful figures we must contemplate in the next twelve months:

1. One of every 14 Americans injured by an accident.

2. In round numbers, 100,000 Americans killed by accidents.

3. Three hundred fifty thousand Americans permanently crippled by accidents.

4. A needless loss to our national economy—to our purchasing power and national income—of five billion dollars caused by the waste of accidents.

I don't want to give any impression of "scare talk." I mention these facts because we must face them and we must do something about them. My appeal is to the down-to-earth common sense of every person who hears these words.

This terrible squandering of lives and woeful waste of money is as completely unnecessary as it is utterly tragic. Accidents don't just happen. Accidents are caused. Accidents can be prevented. In fact, we know enough about preventing accidents to cut the enormous accident toll to the vanishing point. But the tragic truth remains that our knowledge is not adequately applied.

So we are confronted with a situation which can only be described with one term: National emergency.

Labor can and has done much to help prevent accidents. For example, labor has long recognized the value of industrial safety. Unions are properly concerned with the safety of their members. And labor can do even more by helping to educate its members in safe practices not only in factories but at home and on the highways, at work and at play.

It seems very clear to me that even in this unsettled reconversion period there is certainly one area in which management and labor can reach complete agreement. That area is in the field of safety. Management and labor can and often do coordinate their efforts to promote safety in industrial plants. Within the past 15 years those plants that have put safety programs into practice have reduced accidents by more than half. In many industries, labor-management co-operation has

(Continued on page three)



# NORTH CAROLINA Labor and Industry

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Commissioner of Labor

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## Number of Women Production Workers In Manufactur- ing December, 1945

The percentage of women production workers in North Carolina manufacturing industries decreased from 43.0 percent in November to 42.2 percent in December. The survey showed a total of 92,505 women employed by 1,248 firms.

In the piedmont section of the State, 872 firms reported employing 168,821 production workers. Of this number, 77,007, or 45.6 percent, were women.

The 217 reporting firms in the coastal area with employment of 25,968 showed that a total of 6,416, or 24.7 percent, were women.

In the mountain section, 159 firms reported employing 24,370 workers with 9,082, or 37.3 percent, of these being women.

Percentage of women workers was highest in the following industries: seamless hosiery, 71.6 percent; flat knit goods, 71.0 percent; stemmeries and redrying plants, 68.2 percent; full-fashioned hosiery, 61.1 percent; rayon goods, 48.9 percent; paper boxes, 48.0 percent; cotton goods, 45.3 percent; tobacco products, 43.9 percent; woolen mills, 41.8 percent; dyeing and finishing, 36.9 percent; food and kindred products, 33.5 percent; furniture, mattresses and bedsprings, 19.9 percent.

## Greensboro Leads Cities In Building Construction

Building construction in the 26 largest North Carolina cities during December showed an increase in the number of permits and estimated cost of construction as compared with that of December 1944. The number of permits issued in December was 67.2 percent above that of December 1944 and 38.3 percent below that of November 1945.

The total amount spent for construction was \$6,267,940. Of this amount \$671,887 was for residential building, \$5,414,381 for nonresidential building and \$181,672 for additions, alterations and repairs.

Greensboro led the cities with an estimated expenditure of \$2,158,325. Charlotte was second with \$1,002,921 and Raleigh was third with \$777,450.

## Lumberton Leads Towns

The reporting towns with a population of less than 10,000 reported an estimated expenditure of \$448,187 on building construction during December. Of this sum, \$175,810 was spent for residential building, \$240,810 for nonresidential building and \$31,567 for additions, alterations and repairs.

Lumberton led the towns, reporting an expenditure of \$55,300. Fuquay Springs was second with \$50,000 and Asheboro was third with \$43,460.

## Type of December Building Con- struction in 26 Report- ing Cities

| Type of Building  | Buildings for Which Permits Were Issued |                    |
|---|---|--------------------|
|   | No.                                     | Cost               |
| <b>RESIDENTIAL BUILDINGS:</b>   |   |                    |
| One-family dwellings.....   | 139                                     | \$ 598,987         |
| Two-family dwellings.....   | 2                                       | 4,800              |
| Three- and four-family dwellings ..   | 3                                       | 18,100             |
| Five or more family dwellings.....  | 2                                       | 50,000             |
| <b>TOTAL .....</b>  | <b>146</b>                              | <b>\$ 671,887</b>  |
| <b>NEW NONRESIDENTIAL BUILDINGS:</b>  |   |                    |
| Amusement and recreation places....   | 3                                       | \$ 104,900         |
| Factories, bakeries, ice plants,<br>laundries and other workshops....                 | 18                                      | 256,887            |
| Garages, commercial.....  | 10                                      | 133,075            |
| Garages, private .....  | 13                                      | 9,050              |
| Gasoline and service stations.....  | 3                                       | 67,900             |
| Institutional buildings.....  | 4                                       | 1,021,000          |
| Office buildings, including banks ....  | 7                                       | 267,500            |
| Public works and utilities .....  | 1                                       | 70,353             |
| Sheds, poultry houses, contractors'<br>temporary offices, stables, barns,<br>etc..... | 4                                       | 475                |
| Stores and other mercantile build-<br>ings.....                                       | 64                                      | 3,433,236          |
| <b>TOTAL .....</b>  | <b>127</b>                              | <b>\$5,414,381</b> |
| <b>ADDITIONS, ALTERATION, AND REPAIRS:</b>  |   |                    |
| Housekeeping dwellings .....  | 104                                     | \$ 67,281          |
| Nonhousekeeping dwellings .....   | 19                                      | 30,411             |
| On nonresidential buildings.....  | 42                                      | 83,980             |
| <b>TOTAL .....</b>  | <b>165</b>                              | <b>\$ 181,672</b>  |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES DECEMBER, 1944 AND DECEMBER, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST   |                    |                   |
|---|---------------------|------------|-------------------|------------------|--------------------|-------------------|
|   | Dec. 1944           | Dec. 1945  | Percentage Change | Dec. 1944        | Dec. 1945          | Percentage Change |
| <b>TOTAL.....</b>                       | <b>262</b>          | <b>438</b> | <b>+ 67.2</b>     | <b>\$348,465</b> | <b>\$6,267,940</b> | <b>+1698.7</b>    |
| Residential buildings.....              | 21                  | 146        | +595.2            | 22,900           | 671,887            | +2834.0           |
| Nonresidential buildings.....           | 30                  | 127        | +323.3            | 167,340          | 5,414,381          | +3135.6           |
| Additions, alterations and repairs..... | 211                 | 165        | - 21.8            | 158,225          | 181,672            | + 14.8            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES NOVEMBER, 1945 AND DECEMBER, 1945

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|------------|-------------------|--------------------|--------------------|-------------------|
|   | Nov. 1945           | Dec. 1945  | Percentage Change | Nov. 1945          | Dec. 1945          | Percentage Change |
| <b>TOTAL.....</b>                       | <b>710</b>          | <b>438</b> | <b>-38.3</b>      | <b>\$2,789,667</b> | <b>\$6,267,940</b> | <b>+124.7</b>     |
| Residential buildings.....              | 211                 | 146        | -30.8             | 821,625            | 671,887            | - 18.2            |
| Nonresidential buildings.....           | 191                 | 127        | -33.5             | 1,014,312          | 5,414,381          | +433.8            |
| Additions, alterations and repairs..... | 308                 | 165        | -46.4             | 953,730            | 181,672            | - 81.0            |

## SUMMARY OF DECEMBER, 1945 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of December, 1944 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |                  |              |            | NEW NONRESIDENTIAL BUILDINGS |                    | ADDITIONS, ALTERATIONS AND REPAIRS |                  | ESTIMATED COST OF ALL CONSTRUCTION WORK |                    |
|---------------------|------------------|----------------------|---------------------------|------------------|--------------|------------|------------------------------|--------------------|------------------------------------|------------------|---|--------------------|
|                     |                  |                      | ESTIMATED COST            |                  | No. FAMILIES |            | Dec. 1944                    | Dec. 1945          | Dec. 1944                          | Dec. 1945        | Dec. 1944                               | Dec. 1945          |
|                     |                  |                      | Dec. 1944                 | Dec. 1945        | Dec. 1944    | Dec. 1945  |                              |                    |                                    |                  |   |                    |
| <b>TOTAL.....</b>   | <b>146</b>       | <b>\$671,887</b>     | <b>\$22,900</b>           | <b>\$671,887</b> | <b>22</b>    | <b>166</b> | <b>\$167,340</b>             | <b>\$5,414,381</b> | <b>\$158,225</b>                   | <b>\$181,672</b> | <b>\$348,465</b>                        | <b>\$6,267,940</b> |
| Asheville.....      | 7                | 31,687               |                           | 31,687           |              | 7          | 950                          | 457,675            | 3,650                              | 11,658           | 4,600                                   | 501,020            |
| Burlington.....     | 2                | 11,500               |                           | 11,500           |              | 2          |                              | 4,565              |                                    | 550              |   | 16,615             |
| Charlotte.....      | 9                | 29,700               | 6,000                     | 29,700           | 1            | 10         | 23,430                       | 944,425            | 17,463                             | 28,796           | 46,893                                  | 1,002,921          |
| Concord.....        | 2                | 10,100               | 350                       | 10,100           | 1            | 2          | 500                          | 2,000              | 9,350                              | 2,437            | 10,200                                  | 14,537             |
| Durham.....         | 4                | 18,450               |                           | 18,450           |              | 4          | 6,400                        | 676,000            | 7,370                              | 5,900            | 13,770                                  | 700,350            |
| Elizabeth City..... | 1                | 800                  | 700                       | 800              | 1            | 1          | 160                          | 23,400             |                                    | 200              | 860                                     | 24,400             |
| Fayetteville.....   | 28               | 67,250               | 1,600                     | 67,250           | 8            | 28         | 18,000                       | 218,500            | 1,565                              | 22,519           | 21,165                                  | 308,269            |
| Gastonia.....       | 5                | 26,500               | 2,000                     | 26,500           | 2            | 11         | 1,000                        | 48,100             | 7,400                              | 5,500            | 10,400                                  | 80,100             |
| Greensboro.....     | 17               | 81,800               | 500                       | 81,800           | 1            | 18         | 2,075                        | 74,200             | 3,000                              | 200              | 8,075                                   | 74,400             |
| Greenville.....     | 4                | 16,100               |                           | 16,100           |              | 4          | 225                          | 2,068,950          | 23,828                             | 7,575            | 24,553                                  | 2,158,325          |
| Hickory.....        | 1                | 2,000                |                           | 2,000            |              | 1          |                              | 7,225              | 400                                |                  | 650                                     | 23,325             |
| High Point.....     | 8                | 26,650               |                           | 26,650           |              | 8          |                              | 15,590             | 300                                |                  | 300                                     | 17,590             |
| Kinston.....        | Not reported     |                      | 2,250                     |                  | 2            |            | 60                           | 4,300              | 14,887                             |                  | 14,947                                  | 36,317             |
| Lexington.....      | 2                | 6,500                |                           | 6,500            |              | 2          |                              | 300                |                                    | 6,500            | 2,250                                   |                    |
| New Bern.....       | 1                | 2,000                | 1,000                     | 2,000            | 1            | 1          | 2,100                        | 17,500             | 6,535                              |                  | 9,635                                   | 19,500             |
| Raleigh.....        | 32               | 209,700              |                           | 209,700          |              | 36         | 18,350                       | 567,750            | 4,850                              |                  | 23,200                                  | 777,450            |
| Reidsville.....     | 2                | 5,000                |                           | 5,000            |              | 2          |                              | 11,500             | 150                                |                  | 150                                     | 16,500             |
| Rocky Mount.....    | 4                | 13,250               | 500                       | 13,250           | 1            | 4          |                              |                    | 200                                | 600              | 700                                     | 13,850             |
| Salisbury.....      | 3                | 11,100               |                           | 11,100           |              | 3          |                              |                    | 50                                 | 7,700            | 50                                      | 18,800             |
| Shelby.....         | 4                | 20,000               |                           | 20,000           |              | 4          |                              |                    |                                    |                  | 500                                     | 71,800             |
| Statesville.....    | 5                | 35,000               |                           | 35,000           |              | 5          |                              | 42,500             |                                    |                  |   | 77,500             |
| Thomasville.....    |                  |                      |                           |                  |              |            |                              | 800                | 750                                |                  | 750                                     | 800                |
| Wilmington.....     |                  |                      | 1,200                     |                  | 1            |            | 93,640                       | 114,701            | 25,022                             | 15,595           | 119,862                                 | 130,296            |
| Wilson.....         | 1                | 1,260                | 3,800                     | 1,200            | 2            | 1          |                              | 9,850              |                                    | 14,700           | 3,800                                   | 25,750             |
| Winston-Salem.....  | 4                | 45,600               |                           | 45,600           |              | 12         | 200                          | 52,750             | 30,555                             | 45,875           | 30,755                                  | 144,225            |



# Division of Standards and Inspections

## State Inspections

During the month of December 271 manufacturing, mercantile and service establishments employing a total of 8,898 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 794 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law. Nine hundred and three compliances correcting violations of the State labor laws and rules and regulations were reported during the month. The difference between violations found and compliances reported was due to completion of compliances with recommendations or orders issued in previous months.

The violations and compliances were as follows:

|                         | Violations | Compliances |
|-------------------------|------------|-------------|
| Hour Law.....           | 37         | 37          |
| Child Labor.....        | 335        | 394         |
| Time Records.....       | 43         | 29          |
| Drinking Facilities.... | 10         | 15          |
| Sanitation.....         | 81         | 66          |
| Seats.....              | 1          | 1           |
| Safety Code.....        | 165        | 228         |
| Other.....              | 122        | 133         |

During December one complaint alleging violations of the State child labor law was investigated. Violations were substantiated in each case. Recommendations necessary to correct these violations were made and such recommendations were either complied with immediately or are in the process of compliance.

A grocery store, bowling alley and drug store were prosecuted for violation of the State child labor law. A fine of \$5 was imposed and court costs \$13.50, making a total of \$18.50 in each case. A cafe was also prosecuted during the month for violation of the State child labor law. Fine and court costs amounted to \$36.40.

## Wage and Hour and Public Contracts

A total of 63 inspections were completed in North Carolina during the month of December, 1945, under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that six were operating in compliance with the provisions of the acts, 17 were in violation of record keeping provisions only and 42 were in violation of minimum wage or overtime provisions of the acts.

The review section closed and reported to the national office on 61 cases. Of these eight were compliance cases and 53 viola-

tions. Back wages in the amount of \$6,177.75 were secured for 350 employees. The back wages paid by 31 establishments were to correct violations of the minimum or overtime provision of the wage and hour law and Public Contracts Act.

A total of two safety and health inspections were made under the Public Contracts Act. One establishment was found to be operating in violation of the State Code and one in compliance. The injury frequency rate regulations were being violated in one establishment.

## SAFETY FIRST

(Continued from page one)

been a keynote of those safety programs.

Management and labor also can and should co-ordinate their plans and efforts to support the safety movement in their communities and curtail the needless waste of lives, time and money resulting from accidents away from work as well as on the job.

We of the National Safety Council are acutely aware that we must have the co-operation of labor, of management, of every element of our national life, if the nation is to be freed from the scourge of accidents. And I know that labor will continue to do all it can during this crucial period of reconversion and expansion to free American workers from the pain, the expense and the tragedy which are the inevitable price of accidents.

## COMMISSIONER EXPRESSES HIS OPINION ON WAGE LEGISLATION

(Continued from page one)

vance in the level of minimum wages, whatever the just figure should be, determined after a fair, open, full discussion of the pros and cons by representatives of the people." Legislation is pending in congressional committees which, if enacted into law, would bring about this increase and would thereby prevent any recession in the level of general purchasing power.

While the Fair Labor Standards Act operates in the interest of workers who produce goods for interstate commerce, it should be emphasized that there is still no legal minimum established for the great number of people in North Carolina who work in industries of an intrastate character. For several years now I have been trying to press home our need for a State minimum wage law which would cover the working people not protected by the Federal wage and hour law. Statistics compiled regularly by the Department of Labor show a large gap between the wages of workers in interstate industries and those in intrastate industries. Even during the war when wages and prices everywhere were at their peak, there were still groups of workers in some of the intrastate industries of our State whose wages remained at levels scarcely above the prewar figures. The cost of living remains high and shows no sign of being reduced in the near future. Without a State minimum wage law there are workers who during the coming years will not share in the fruits of high production levels.

Experience has shown that in normal times when workers are well paid, they

are consistently more efficient on the job, and turn out a better type of work. This results in increased productivity and, up to a certain point, does not increase the costs of production. The economy of our State would benefit generally from the enactment of a State minimum wage law. Such a law would have the additional benefit of eliminating some of the unfair competition between the employer in a manufacturing industry who sells his goods in many states, covered by the Federal law, and the employer in the same business who sells all his goods within the State, not covered by the Federal law. More than half of the states have already enacted minimum wage laws, and have found them beneficial. Experience has shown that business generally can adapt itself to reasonable minimum wage standards without undue hardships. It is my earnest hope that the people of our State will soon become sufficiently aware of the need for and value of such a law that they will demand the enactment of such legislation at the next session of the General Assembly.

There is an impression current among parts of our farming population that a high level of wages for workers in industry is detrimental to agriculture. This is an unfortunate idea, for it is the very opposite of the truth about the matter. As the wages of industrial workers are increased, purchasing power increases and there is more demand for farm products. Most of the people who benefit directly from minimum wage legislation are those whose wages are lowest in the scale. A very high percentage of the income of these workers goes directly into the purchase of food and clothing. Higher wages mean higher prices for food products and for the raw materials from which clothing

is manufactured. As Henry Wallace put it, when he was Secretary of Agriculture, "Mere selfishness, if nothing more, urges that the farmer should support measures for the protection of labor and co-operate with labor in social steps to the advantage of both." Research studies have shown that over the 12-year period between 1930 and 1942, the income of industrial workers and the cash income of farmers from farm marketings fell and rose in almost exact proportion. A period of prosperity for industrial workers means proportionately higher prices for farm products.

In conclusion and as a summation of my remarks permit me to reaffirm my sincere conviction that wages should be as high as industry can afford to pay without destroying reasonable profits or the incentive to invest capital. The establishment of minimum wages according to this policy is essential for all employees, not just those engaged in interstate commerce and the benefits will redound to the credit of all our citizenry—farmer, wage earner, merchant and factory owner, alike.

## 1945 IN REVIEW

(Continued from page one)

of this construction is readily apparent when one considers that a recent survey indicated that 1,300 homes were needed in Raleigh alone. During the year we increased our coverage on building construction in towns of less than 10,000 population from 17 towns to 85 towns. In 1946 we will accordingly receive reports from all towns of more than 500 population that issue building permits. The reporting towns in 1945 reported building construction valued at \$4,854,158.

(Continued on page four)



## Child Labor Report, December 1945

Employment of children under 18 years of age decreased 21.5 percent below the previous month. In December 2,920 permits were issued and in November 3,718.

The greatest decrease is shown in the number of certificates issued for minors 16 and 17 years of age. In December 1,798 permits were issued which is 30.4 below the number issued in November for boys and girls 16 and 17 years of age.

Of the 806 permits issued to minors 16 and 17 entering full-time employment for the first time, 297 were for nonmanufacturing occupations, 493 were for manufacturing work and 16 for construction jobs.

A total of 1,104 permits were issued to children 14 and 15 years of age and 18 for boys age 12 and 13 for news delivery service.

Of all the children certified, 1,282 were boys and 1,628 were girls.

### 1945 IN REVIEW

(Continued from page three)

A total of 55,721 child labor certificates were issued in 1945—35,765 to boys and 19,956 to girls. Only 24,918 of these represent new, full-time employment of a minor. The remainder were issued to 12- and 13-year-old boys to carry newspapers—290; to 14- and 15-year-old boys and girls for part-time employment outside school hours—11,454, and 16- and 17-year-old boys and girls for part-time employment or to change jobs—19,059.

## Employment and Payrolls for December, 1945

Both employment and total pay rolls in 1,947 North Carolina industrial establishments increased slightly during December and a fractional increase was recorded in average hourly earnings. Average weekly earnings and average hours worked per week showed small decreases. Employment in the reporting firms totaled 250,061 and weekly pay rolls averaged \$7,156,724. The average weekly wage for all industries was \$28.62; the average hourly earnings were 72.7 cents, and the work week averaged 39.4 hours in length.

Hourly wages in 1,285 manufacturing plants averaged 73.3 cents, while in 662 nonmanufacturing firms wages averaged 65.4 cents. Printing and publishing firms continued to pay the highest hourly wages of any industrial group, averaging 97.3 cents an hour. Wholesale firms led the nonmanufacturing group with an hourly average of 90.3 cents. Highest weekly earnings were registered by pulp mills, with an average of \$42.48.

Average hourly earnings reported by the various industries were as follows: Manufacturing—Printing and publishing, 97.3 cents; pulp and paper mills, 93.8 cents; full-fashioned hosiery, 89.3 cents; tobacco products, 84.2 cents; machinery group, 83.5 cents; iron and steel group, 77.7 cents; dyeing and finishing, 73.7 cents; woolen mills, 73.1 cents; rayon goods, 73.1 cents; cotton goods, 69.3 cents; seamless hosiery, 67.8 cents; flat knit goods, 65.9 cents;

furniture, mattresses and bedsprings, 65.7 cents; brick, tile and terra cotta, 65.5 cents; fertilizer, 63.6 cents; paper boxes, 63.2 cents; food and kindred products, 62.0 cents; lumber, 60.2 cents; stemmeries and redrying plants, 60.1 cents; cotton seed oil, 56.8 cents.

## More Veterans Return to Labor Department Posts

During January the Department of Labor welcomed back three more of its former employees who have been serving overseas in the armed forces of our country.

Jean L. Fitzgerald, a petty officer in the navy, entered service in March 1944, and saw duty in the Pacific aboard the U.S.S. *Holland*. Fitzgerald is now back on the job as a mine inspector working out of the Department's Asheville office.

Frank D. Castlebury, a sergeant in the army, entered service in October 1942 and served in the European theater of war. He is now back with the Department working from the Raleigh office as a pay roll inspector.

Almon Barbour, a petty officer in the navy, entered service in March 1944 and was stationed at Pearl Harbor. He is now back as information representative for the Department at Raleigh. Effective with the March issue, Barbour will take over editorship of NORTH CAROLINA LABOR AND INDUSTRY, for which he was editorialist before entering the service.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

December, 1945 Compared with November, 1945

| INDUSTRIES   | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|--|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|  |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                                    |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL.....   | 1,285        | 232,329        | + 1.1        | \$6,677,960        | ×            | \$28.74           | — 1.1        | 39.2              | — 1.8        | 73.3              | + 0.5        |
| Brick, Tile, Terra Cotta.....                            | 12           | 721            | + 8.1        | 21,628             | +18.6        | 30.00             | + 9.8        | 45.8              | + 9.0        | 65.5              | + 0.6        |
| Cotton Goods.....  | 303          | 102,976        | + 2.7        | 2,798,683          | + 2.5        | 27.18             | — 0.1        | 39.2              | — 0.8        | 69.3              | + 0.6        |
| Cottonseed Oil.....                                      | 13           | 791            | — 0.5        | 21,797             | — 6.1        | 27.56             | — 5.5        | 48.5              | — 6.6        | 56.8              | + 0.9        |
| Dyeing and Finishing.....                                | 17           | 4,644          | + 1.8        | 128,483            | — 4.4        | 27.67             | — 6.1        | 37.5              | — 6.7        | 73.7              | + 0.7        |
| Fertilizer.....  | 42           | 1,682          | +19.0        | 44,842             | +18.0        | 26.66             | — 0.9        | 41.9              | no ch.       | 63.6              | — 0.9        |
| Foods and Kindred Products.....                          | 213          | 6,235          | + 1.3        | 165,816            | + 0.2        | 26.59             | — 1.2        | 42.9              | — 0.7        | 62.0              | — 0.5        |
| Furn., Bedsprings and Mattresses.....                    | 80           | 12,659         | + 2.8        | 327,895            | + 1.4        | 25.90             | — 1.4        | 39.4              | — 2.7        | 65.7              | + 1.2        |
| Hosiery, Full-fashion.....                               | 58           | 13,531         | + 3.1        | 441,101            | + 2.2        | 32.60             | — 0.9        | 36.5              | — 0.8        | 89.3              | — 0.1        |
| Hosiery, Seamless.....                                   | 118          | 14,356         | + 2.0        | 342,946            | + 0.4        | 23.89             | — 1.6        | 35.3              | — 1.9        | 67.8              | + 0.4        |
| Iron and Steel Group.....                                | 23           | 897            | +12.0        | 29,422             | + 9.1        | 32.80             | — 2.6        | 42.2              | — 1.6        | 77.7              | — 1.1        |
| Knit Goods, Flat.....                                    | 9            | 4,256          | — 0.5        | 104,117            | — 3.9        | 24.46             | — 3.5        | 37.1              | — 3.9        | 65.9              | + 0.3        |
| Lumber (including planing mills).....                    | 62           | 4,400          | + 2.7        | 113,052            | + 2.2        | 25.69             | — 0.5        | 42.7              | — 0.9        | 60.2              | + 0.5        |
| Machinery Group.....                                     | 52           | 1,823          | + 4.6        | 66,587             | + 3.0        | 36.53             | — 1.5        | 43.7              | — 1.4        | 83.5              | — 0.2        |
| Paper Boxes.....   | 16           | 1,010          | + 8.8        | 24,725             | + 1.3        | 24.48             | — 6.9        | 38.8              | — 7.8        | 63.2              | + 1.1        |
| Pulp and Paper Mills.....                                | 6            | 4,356          | + 3.7        | 185,045            | + 5.0        | 42.48             | + 1.3        | 45.3              | + 0.9        | 93.8              | + 0.4        |
| Printing and Publishing.....                             | 64           | 1,625          | + 4.4        | 64,398             | + 5.1        | 39.63             | + 0.7        | 40.7              | + 1.2        | 97.3              | — 0.6        |
| Rayon Goods.....   | 22           | 7,702          | + 0.4        | 232,615            | — 1.5        | 30.20             | — 1.9        | 41.3              | — 2.8        | 73.1              | + 1.0        |
| Stemmeries and Redrying Plants.....                      | 25           | 11,883         | —11.7        | 264,082            | —12.5        | 22.22             | — 0.9        | 37.0              | — 4.6        | 60.1              | + 4.0        |
| Tobacco Products.....                                    | 8            | 13,015         | — 2.8        | 432,578            | — 6.7        | 33.24             | — 4.0        | 39.5              | — 3.4        | 84.2              | — 0.5        |
| Woolen Mills.....  | 8            | 4,249          | — 2.1        | 130,651            | + 1.5        | 30.75             | + 3.6        | 42.1              | + 2.4        | 73.1              | + 1.2        |
| Other Industries.....                                    | 134          | 19,518         | — 1.1        | 737,497            | — 4.5        | 37.79             | — 3.4        | 39.8              | — 3.4        | 95.0              | — 0.1        |
| <b>Nonmanufacturing:</b>                                 |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL.....   | 662          | 17,732         | + 6.5        | \$ 478,764         | + 8.8        | \$27.00           | + 2.2        | 41.3              | — 1.4        | 65.4              | + 3.6        |
| Retail.....  | 370          | 7,846          | +13.5        | 173,696            | +10.5        | 22.14             | — 2.6        | 37.3              | — 1.8        | 59.4              | — 0.7        |
| Wholesale.....   | 162          | 2,276          | + 1.4        | 89,218             | + 1.7        | 39.20             | + 0.2        | 43.4              | no ch.       | 90.3              | + 0.1        |
| Laundering, Dyeing and Cleaning.....                     | 49           | 2,169          | + 1.5        | 42,130             | + 1.6        | 19.42             | + 0.1        | 46.6              | + 1.3        | 41.7              | — 1.2        |
| Mines and Quarries.....                                  | 29           | 650            | — 6.2        | 16,229             | —14.2        | 24.97             | — 8.5        | 39.1              | — 9.5        | 63.9              | + 1.1        |
| Public Utilities.....                                    | 36           | 3,849          | + 3.9        | 142,730            | +18.6        | 37.08             | +14.1        | 44.0              | — 0.2        | 84.2              | +14.2        |
| Hotels.....  | 16           | 942            | — 1.9        | 14,761             | + 2.4        | 15.67             | + 4.4        | 48.2              | + 2.8        | 32.5              | + 1.6        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING.....</b> | <b>1,947</b> | <b>250,061</b> | <b>+ 1.5</b> | <b>\$7,156,724</b> | <b>+ 0.5</b> | <b>\$28.62</b>    | <b>— 1.0</b> | <b>39.4</b>       | <b>— 1.5</b> | <b>72.7</b>       | <b>+ 0.7</b> |

× Less than .1%.



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

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## SHELBY LIONS CLUB HEARS ADDRESS

### Production Record of Labor and Management Cited

"The idleness resulting from all work stoppages in North Carolina during the entire war was equal in amount to the time that would have been lost if all industry in the State had shut down for about two and three quarter hours, or slightly more than one fourth of a normal working day," Commissioner Forrest H. Shuford told members of the Shelby Lions Club in an address delivered last month.

Mr. Shuford predicted an era of unprecedented prosperity for America if labor and management will adjust their differences in a spirit of conciliation and fairness toward each other. Pointing to the trend toward industrialization in North Carolina, he cited figures showing that about 34 percent of the workers in Cleveland County are engaged in manufacturing occupations alone. Cleveland County was once a predominantly agricultural county, he said. He added that in 1940 about two thirds of the labor force of North Carolina were engaged in non-agricultural pursuits.

Mr. Shuford declared that North Carolina's record for amicable relations between employers and employees is unexcelled. He said that during the entire period of the war, covering the years 1942 through 1945, this State had only 173 strikes and lockouts and that time lost from work amounted to only seven tenths of one percent of all time lost in the nation during the war.

"People were sustained in their desire to work during the war by a spirit of patriotism," he said. He attributed the increase in the rate of work stoppage since the end of the war to several different causes, including reduction of take-home income because of the cutting down of overtime pay, and a letdown in fighting spirit following the end of hostilities.

Mr. Shuford said that in 1945 approximately one third of all workers in the nation belonged to labor unions.

Detailing the labor stoppage during and after the war, the Labor Commissioner said that the 173 strikes in the State during 1942-1945 involved a total of 51,189 workers. Time lost from work amounted to an estimated 581,000 man-days, and workers lost an estimated \$3,200,000 in earnings during the stoppages.

The time lost due to strikes and lockouts amounted to only 6/100 of one percent of the total estimated amount of available working time, he said.

Illustrating the increase in lost production time since the end of the war, Mr.

(Continued on page three)

## Voluntary Arbitration Procedure Discussed At Panel Meeting

### Elevator Inspector Warns Against Use of Dangerous Makeshift Contraptions

Mr. P. E. Sugg, State Elevator Inspector with the Department of Labor, is much concerned about the use of makeshift substitute elevators in North Carolina.

Sugg says that cases have come to his attention in which an electric hoist (of the type intended for handling materials by hook) would be hooked to an elevator car and used to carry persons. He has found this condition in a number of establishments.

In other cases, an electric hoist would be attached to the mechanism of a hand-powered elevator car which lacks adequate safety devices.

Both of these practices, Sugg says, are very dangerous and are directly contrary to the provisions of the Elevator Safety Code, which provides that:

No hand-elevator machine shall be equipped with any means or attachment for applying any other power unless such elevator is permanently and completely converted into a power elevator complying with requirements of this code for power elevators.

Other provisions of the Elevator Safety Code applying to installations, alterations, relocations and moving of elevators, are as follows:

**New Installations.** All new elevators, dumbwaiters and escalators shall be designed and installed in accordance with the requirements of the Elevator Safety Code.

**Alterations and Relocations.** All alterations to and relocations of elevators, dumbwaiters and escalators, installed after the adoption of this code shall meet the requirements of the Elevator Safety Code.

**Moving of Elevators, Dumbwaiters and Escalators.** Elevators, dumbwaiters and escalators moved from one shaft or location to another shall conform to the requirements of the Elevator Safety Code.

**Alterations.** Existing installations may be altered to obtain the advantage of any provisions of the Elevator Safety Code, provided the safety requirements covering such provisions are met.

Where alterations are made to existing installations, any part of the installation which is directly affected as to safety due to the alteration shall comply with the requirements of the Elevator Safety Code.

### Dean M. T. Van Hecke Is Named to Arbitration Panel

Methods for settling labor-management disputes under the provisions of North Carolina's Voluntary Arbitration Act of 1945 were discussed by members of the arbitration panel at a recent meeting at Chapel Hill.

At the same time, Commissioner Shuford announced the appointment of Dean M. T. Van Hecke, of the University of North Carolina Law School and former Director of the Fourth Regional War Labor Board, to serve as a member of the arbitration panel. Mr. Van Hecke was the 11th member to be appointed to serve on the panel since the creation of the Voluntary Arbitration Act by the 1945 General Assembly.

The act was passed for the purpose of arbitrating labor disputes which have failed to be settled through the normal processes of collective bargaining, or through mediation and conciliation. The law provides that the act shall be administered by the Commissioner of Labor. Under the provisions of the act, a dispute may be settled through agreement of employers and employees to accept the decision of a single arbitrator, or that of a panel composed of labor and industry representatives and presided over by an arbitrator. After the contending parties in a dispute have agreed to submit the dispute to arbitration, they may request the Commissioner of Labor to appoint an arbitrator from the arbitration panel.

"Implementation of the Voluntary Arbitration Act can do much to eliminate the long, costly and harrowing work stoppages which are so disruptive to our economy," Commissioner Shuford told the panel members attending the meeting. The Commissioner also paid tribute to the State and Federal conciliation services for their work during the war period. Collaboration between the two services in the settlement of labor-management disputes was an important factor in the high production record achieved by labor and management during the war, he said.

Present membership of the arbitration panel, besides Dean Van Hecke, is as follows:

John W. Darden, of Plymouth, field representative of the State Paroles Commission; Capus Waynick, of Raleigh, director of the Venereal Disease Education Institute; Dr. J. J. Spengler, of Durham, of

(Continued on page two)



# NORTH CAROLINA Labor and Industry

Issued Each Month by the  
NORTH CAROLINA DEPARTMENT OF LABOR  
Raleigh, N. C.

Sent Free Upon Request

FORREST H. SHUFORD  
Commissioner of Labor  
ALMON BARBOUR, Editor

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## Vets and the Children

The Department of Labor uncompromisingly takes the position that children should stay in school rather than go to work at a premature age.

One of the duties of the Department is to enforce the provisions of the North Carolina Child Labor Law, and to prescribe the conditions for the issuance of employment certificates to minors under 18 years of age.

During the war when the labor shortage was acute, a great many minors found employment in the industries of the State. In June 1945, more than 11,000 work permits were issued to minors by superintendents of public welfare throughout the State—an all-time high for North Carolina.

Since that time, the number of children certified for work each month has undergone a steady decline. The latest report available—for the month of January—shows that 2,189 employment certificates were issued.

Recent figures from the Unemployment Compensation Commission indicate that nearly 28,000 persons are unemployed and are drawing compensation in North Carolina—including approximately 20,000 veterans receiving readjustment allowances.

From these figures, it would seem that the local labor shortage is in process of drawing to a close. With the end of the labor shortage, there should also be an end to the widespread employment of children.

Except in extreme cases of personal or family necessity, parents should see to it that their children stay in school. This would be a good break for the children and the veterans alike.

## Charlotte Leads Cities In Jan. Building Construction

A total of 752 permits for building construction estimated to cost \$3,275,480 were issued in the 26 largest cities of North Carolina during the month of January.

Charlotte led the reporting cities with a total estimated building cost of \$1,007,123. Raleigh was second with \$333,143. Wilmington was third with \$258,107.

A total of 251 of the permits issued in the State were for the construction of new residential buildings. Of these, 221 were for one-family dwellings; 21 were for two-family dwellings; seven were for three- and four-family dwellings; and two were for five or more family dwellings. Total estimated cost of all these dwellings was \$1,029,540.

A total of 206 permits were issued for new nonresidential buildings, with estimated cost being \$1,823,193.

A total of 295 permits issued for additions, alterations and repairs involved an estimated cost of \$422,747.

The total number of permits issued during January was 71.7 percent greater than the number for December. However, total estimated expenditure was 47.7 percent less than in December.

## VOLUNTARY ARBITRATION IS DISCUSSED AT PANEL MEETING (Continued from page one)

the Duke University economics faculty; Dr. Harry D. Wolf and Prof. R. J. M. Hobbs, of Chapel Hill, both of the University of North Carolina economics department; Dr. Albert S. Keister, of

## Type of January Building Construction in 26 Reporting Cities

| Type of Building  | No. | Buildings for Which Permits Were Issued | Cost        |
|---|-----|---|-------------|
| RESIDENTIAL BUILDINGS:  |     |   |             |
| One-family dwellings.....   | 221 |   | \$ 832,740  |
| Two-family dwellings.....   | 21  |   | 84,900      |
| Three-family dwellings.....   | 7   |   | 69,900      |
| Five or more family dwellings.....  | 2   |   | 42,000      |
| TOTAL.....  | 251 |   | \$1,029,540 |
| NEW NONRESIDENTIAL BUILDINGS:   |     |   |             |
| Amusement and recreation places..   | 4   |   | \$ 47,700   |
| Churches.....   | 1   |   | 4,500       |
| Factories, bakeries, ice plants, laundries and other workshops....              | 50  |   | 888,203     |
| Garages, commercial.....  | 16  |   | 239,550     |
| Garages, private.....   | 30  |   | 14,385      |
| Gasoline and service stations.....  | 2   |   | 8,000       |
| Institutional buildings.....  | 1   |   | 1,800       |
| Office buildings, including banks....   | 6   |   | 18,575      |
| Public works and utilities.....   | 3   |   | 12,500      |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 7   |   | 2,430       |
| Stores and other mercantile buildings.....                                      | 85  |   | 583,800     |
| All other nonresidential.....   | 1   |   | 1,750       |
| TOTAL.....  | 206 |   | \$1,823,193 |
| ADDITIONS, ALTERATION, AND REPAIRS:   |     |   |             |
| Housekeeping dwellings.....   | 187 |   | \$ 120,796  |
| Nonhousekeeping dwellings.....  | 4   |   | 16,750      |
| On nonresidential buildings.....  | 104 |   | 285,201     |
| TOTAL.....  | 295 |   | \$ 422,747  |

Greensboro, of the economics department at the Woman's College of U. N. C.; Dr. Raymond Jenkins, of Salisbury, Dean of Catawba College; Francis O. Clarkson, Charlotte attorney; Dr. George D. Heaton, of Charlotte, minister at the Myers Park Baptist Church; W. H. F. Millar, Waynesville attorney.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JANUARY 1945 AND JANUARY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | Jan. 1945           | Jan. 1946 | Percentage Change | Jan. 1945      | Jan. 1946   | Percentage Change |
| TOTAL.....                              | 311                 | 752       | + 13.2            | \$952,174      | \$3,275,480 | + 244.0           |
| Residential buildings.....              | 28                  | 251       | +796.4            | 70,188         | 1,029,540   | +1366.8           |
| Nonresidential buildings.....           | 58                  | 206       | +255.2            | 508,772        | 1,823,193   | +258.4            |
| Additions, alterations and repairs..... | 225                 | 295       | + 31.1            | 373,214        | 422,747     | + 13.3            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES DECEMBER 1945 AND JANUARY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | Dec. 1945           | Jan. 1946 | Percentage Change | Dec. 1945      | Jan. 1946   | Percentage Change |
| TOTAL.....                              | 438                 | 752       | +71.7             | \$6,267,940    | \$3,275,480 | - 47.7            |
| Residential buildings.....              | 146                 | 251       | +71.9             | 671,887        | 1,029,540   | + 89.1            |
| Nonresidential buildings.....           | 127                 | 206       | +62.2             | 5,414,381      | 1,823,193   | +234.9            |
| Additions, alterations and repairs..... | 165                 | 295       | +78.8             | 181,672        | 422,747     | +132.7            |

## SUMMARY OF JANUARY 1946 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of January 1945 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |             |              |           | NEW NONRESIDENTIAL BUILDINGS |             | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-------------|--------------|-----------|------------------------------|-------------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |             | No. FAMILIES |           | Jan. 1945                    | Jan. 1946   | Jan. 1945                          | Jan. 1946 | Jan. 1945                               | Jan. 1946   |
|                     |                  |                      | Jan. 1945                 | Jan. 1946   | Jan. 1945    | Jan. 1946 |                              |             |                                    |           |   |             |
| TOTAL.....          | 242              | \$917,640            | \$70,188                  | \$1,029,540 | 28           | 295       | \$508,772                    | \$1,823,193 | \$373,214                          | \$422,747 | \$952,174                               | \$3,275,480 |
| Asheville.....      | 8                | 29,700               |                           | 43,700      |              | 17        |                              | 5,000       | 11,833                             | 11,861    | 11,833                                  | 60,561      |
| Burlington.....     | 4                | 15,000               |                           | 15,000      |              | 5         |                              | 25,400      |                                    | 6,000     |   | 46,400      |
| Charlotte.....      | 23               | 87,700               | 17,700                    | 132,700     | 6            | 47        | 105,120                      | 771,685     | 241,099                            | 102,738   | 363,919                                 | 1,007,123   |
| Concord.....        | 2                | 8,500                |                           | 8,500       |              | 2         | 16,000                       |             | 8,250                              | 9,000     | 24,250                                  | 17,500      |
| Durham.....         | 32               | 116,340              |                           | 116,340     |              | 33        | 54,000                       | 87,250      | 7,810                              | 19,800    | 61,810                                  | 223,390     |
| Elizabeth City..... | 1                | 5,500                |                           | 5,500       |              | 1         | 225                          | 58,150      | 500                                |           | 725                                     | 63,650      |
| Fayetteville.....   | 37               | 101,450              | 5,900                     | 101,450     | 6            | 37        | 2,400                        | 26,550      | 2,190                              | 9,935     | 10,490                                  | 137,935     |
| Gastonia.....       | 5                | 10,300               |                           | 10,300      |              | 5         | 1,800                        | 89,000      | 600                                |           | 2,400                                   | 99,300      |
| Goldsboro.....      | 2                | 10,000               | 2,700                     | 10,000      | 3            | 2         | 2,825                        | 12,050      | 6,000                              | 2,200     | 11,525                                  | 24,250      |
| Greensboro.....     | 16               | 65,650               | 16,200                    | 75,550      | 4            | 21        | 10,700                       | 89,710      | 17,839                             | 53,601    | 44,739                                  | 218,861     |
| Greenville.....     | 3                | 14,000               |                           | 14,000      |              | 3         | 250                          | 3,500       | 75                                 | 19,300    | 325                                     | 36,800      |
| Hickory.....        | 9                | 21,700               |                           | 21,700      |              | 9         |                              | 114,000     | 2,425                              | 7,000     | 2,425                                   | 142,700     |
| High Point.....     | 3                | 10,000               |                           | 10,000      |              | 3         | 4,027                        | 13,680      | 16,083                             | 25,485    | 20,110                                  | 49,165      |
| Kinston.....        |                  |                      | 2,100                     |             | 1            |           | 25,200                       |             |                                    |           | 27,300                                  |             |
| Lexington.....      | 3                | 10,000               |                           | 10,000      |              | 3         | 7,500                        | 500         | 200                                | 1,000     | 7,700                                   | 11,500      |
| New Bern.....       | 2                | 1,450                | 8,500                     | 1,450       | 4            | 2         |                              | 2,700       | 6,224                              | 1,830     | 14,724                                  | 5,980       |
| Raleigh.....        | 40               | 192,200              |                           | 192,200     |              | 43        | 82,700                       | 140,943     | 7,325                              |           | 90,025                                  | 333,143     |
| Reidsville.....     | 2                | 18,600               |                           | 18,600      |              | 2         | 175                          |             | 5,600                              | 1,800     | 5,775                                   | 20,400      |
| Rocky Mount.....    | 7                | 42,000               |                           | 42,000      |              | 7         | 77,000                       | 5,775       | 100                                | 4,300     | 77,100                                  | 52,075      |
| Salisbury.....      | 7                | 15,700               | 600                       | 15,700      | 1            | 7         |                              | 41,900      | 3,028                              |           | 3,628                                   | 57,600      |
| Shelby.....         | 2                | 6,000                |                           | 6,000       |              | 3         |                              | 36,200      |                                    | 15,200    |   | 57,400      |
| Statesville.....    | 5                | 21,000               |                           | 64,000      |              | 13        |                              | 73,000      |                                    |           |   | 137,000     |
| Thomasville.....    | 3                | 7,500                |                           | 7,500       |              | 3         | 50                           | 800         |                                    |           | 50                                      | 8,300       |
| Wilmington.....     | 5                | 28,250               |                           | 28,250      |              | 6         | 113,300                      | 142,050     | 15,873                             | 87,807    | 129,173                                 | 258,107     |
| Wilson.....         | 14               | 41,200               |                           | 41,200      |              | 14        | 5,000                        | 10,100      | 150                                | 8,350     | 5,150                                   | 59,650      |
| Winston-Salem.....  | 7                | 37,900               | 16,488                    | 37,900      | 3            | 7         | 500                          | 73,250      | 20,010                             | 35,540    | 36,998                                  | 146,690     |



# Division of Standards and Inspections

## State Law Inspections

During the month of January 787 manufacturing, mercantile and service establishments employing a total of 28,885 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,475 violations of the labor laws, including necessary recommendations concerning enforcement of the rules and regulations pertaining to safety and health, record keeping, and other provisions of the law. Immediate compliance was secured in 958 cases. Compliance was assured in connection with the remaining violations, most of which were of such a nature as to require additional time for correction.

The violations found and compliances secured were as follows:

|                         | Violations | Compliances |
|-------------------------|------------|-------------|
| Hour Law.....           | 80         | 34          |
| Child Labor.....        | 466        | 409         |
| Time Records.....       | 59         | 30          |
| Drinking Facilities.... | 28         | 15          |
| Sanitation.....         | 200        | 87          |
| Seats.....              | 3          | 1           |
| Safety Code.....        | 372        | 219         |
| Other.....              | 267        | 163         |

A former superintendent of a manufacturing establishment was prosecuted during the month for violation of the State maximum hour and child labor laws. The

## Wage and Hour and Public Contracts Inspections

A total of 61 inspections were completed in North Carolina during the month of January under the Fair Labor Standards Act and the Public Contracts Act. An analysis of the inspections made showed that three establishments were operating in full compliance with the provisions of the two acts, and 58 were in violation of record keeping, minimum wage, or overtime provisions of the acts.

The review section closed and reported to the national Wage-Hour and Public Contracts Office on 60 cases. Of these, nine were in compliance and 51 in violation.

Back wages in the amount of \$46,457.47 were secured for 2,604 employees who previously had not been paid in accordance with minimum wage or overtime requirements of the acts. The back wages were paid by 39 establishments.

A total of nine safety and health inspections were made under the provisions of the Public Contracts Act. Three establishments were found to be operating in violation of provisions of the State Safety Code and six others were in compliance. The injury frequency rate regulations were being violated in four establishments.

charge under the maximum hour law was not pressed. The superintendent was convicted of allowing child labor violations, and was fined and ordered to pay costs of court.

## New Inspection Set-up In State for Wage-Hour Work

Division of North Carolina into two regions for the purpose of supervising inspection work under the Fair Labor Standards Act and the Public Contracts Act is announced by Commissioner Shuford.

S. G. Harrington, who was formerly senior supervising inspector in the Department's headquarters at Raleigh, has been appointed supervising inspector of all wage-hour and public contracts inspection activities in the western division of the State. Mr. Harrington will direct the wage-hour work from the Department's Greensboro office, where he succeeds Mr. William S. Petree, who recently resigned from the Department to accept a position in private industry. Departmental offices under Harrington's supervision are located at Greensboro, Salisbury, Charlotte and Asheville, and serve 46 counties.

Rodney Knowles continues as supervising inspector of all wage-hour and public contracts work in the eastern division of the State, comprising the Greenville, Fayetteville and Raleigh departmental offices and serving 54 counties.

Both Knowles and Harrington have been with the Department of Labor for more than six years.

All inspection work concerning State labor laws, rules and regulations continues under the direct supervision of Lewis P. Sorrell, chief inspector for the Department of Labor.

## Women Production Workers In Manufacturing, January 1946

The percentage of women production workers in North Carolina manufacturing industries decreased from 42.2 percent in December to 41.4 percent in January. A survey of 1,283 establishments employing a total of 227,648 workers shows that 94,223 of these employees were women.

In the piedmont section of the State, 904 establishments reported employing 174,396 production workers. Of this number, 77,849, or 44.6 percent, were women. This represents a decline of one percent from the number of women employed in December.

The 222 reporting firms in the coastal area with total employment of 28,094 workers showed that 7,350, or 26.2 percent, were women.

In the mountain region, 157 firms reported employing 25,158 workers with 9,024, or 35.9 percent, of these being women.

Percentage of women workers was highest in the following industries: Flat knit goods, 70.5 percent; seamless hosiery, 70 percent; stemmerles and redrying plants, 67.5 percent; full-fashioned hosiery, 59.5 percent; paper boxes, 50.6 percent; rayon goods, 47 percent; cotton goods, 44.4 percent; tobacco products, 42.3 percent; woolen mills, 40.3 percent; dyeing and finishing, 36.4 percent; food and kindred products, 32.1 percent; furniture, bedsprings and mattresses, 17.3 percent.

## Southern Safety Conference Holds Its Annual Meeting

The seventh annual meeting of the Southern Safety Conference and Exhibition was held at the Robert E. Lee Hotel in Winston-Salem March 3-5.

Featured at this year's meeting were talks, classes and discussion groups conducted by numerous authorities in the field of safety. For discussion purposes, the conference was divided into sections with particular aspects of safety problems. The main sections were as follows: commercial vehicle section, traffic section, school and child section, farm and home section, and public safety section.

Interesting and instructive exhibits sponsored by more than a score of companies and educational institutions were displayed at the conference.

The meeting was attended by delegates from 14 Southern states. Several members of the safety inspection personnel of the Department of Labor were in attendance.

States represented at the conference were as follows: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, Tennessee, Texas, South Carolina, Virginia and West Virginia.

The main emphasis in this year's conference was placed upon safety problems growing out of the operation of motor vehicles.

## Chilean Labor Official Visits North Carolina

Mr. Luis Carcamo, Chief of the General Labor Office of the Republic of Chile, who is studying methods used in the United States for dealing with labor statistics, visited North Carolina and the Department of Labor early this month.

While visiting Raleigh, Mr. Carcamo conferred with officials of the Labor Department and studied methods used by the Division of Statistics in obtaining data concerning employment, pay rolls, average weekly and hourly earnings, and other labor statistics. He was also escorted upon field trips to several industrial establishments in the State.

## SHELBY LIONS CLUB HEARS ADDRESS

(Continued from page one)

Shuford said that in the first eight months of 1945 North Carolina had 31 strikes and lockouts involving some 6,000 workers; these resulted in 37,000 idle man-days and a \$220,000 loss in worker earnings. The time lost during these months was the same as during the war period as a whole—or 6/100 of one percent of available working time.

During the last four months of 1945 following the end of the war, North Carolina had 14 strikes and lockouts involving 10,700 workers; these resulted in 347,000 idle man-days and a \$2,022,000 loss in worker earnings. Production time lost during these months amounted to approximately one percent of available working time, he said.



## Employment and Pay Rolls for January 1946

Although total employment in 2,060 manufacturing establishments in North Carolina decreased by two tenths of one percent during January as compared with December, and average hours worked per week were eight tenths of one percent lower than in December, aggregate pay rolls were up two tenths of one percent, average weekly earnings were up four tenths of one percent, and average hourly earnings were a full one percent higher than in December.

The 2,060 firms covered in the statistical sample for January is the highest number of firms on record to report for any month, according to C. H. Pritchard, director of the Division of Statistics.

The firms employed a total of 260,706 workers in January and paid out \$7,399,085 in wages and salaries during the month.

The average workweek was 38.9 hours in length, and the average weekly pay check amounted to \$28.38. Hourly earnings averaged 72.9 cents.

Average hourly earnings in manufacturing industries were 73.6 cents, an increase of one half of one percent. In the non-manufacturing group, hourly earnings averaged 64.3 percent, an increase of four percent.

The average hourly earnings reported by the various manufacturing industries were as follows: Pulp and paper mills, \$1; printing and publishing, 98.8 cents; full-fashioned hosiery, 91.8; tobacco products,

88.1; machinery group, 84.5; iron and steel group, 81.2; woolen mills, 77.5; dyeing and finishing, 73.9; rayon goods, 73.2; cotton goods, 69.2; seamless hosiery, 68.5; flat knit goods, 66.5; furniture, bedsprings and mattresses, 66.3; brick, tile and terra cotta, 66.1; paper boxes, 63.9; food and kindred products, 63.2; fertilizer, 62.7; lumber, including planing mills, 60.8; stemmeries and redrying plants, 60.6; cottonseed oil, 55.8.

Average hourly earnings reported by the nonmanufacturing industries were as follows: wholesale, 89.9 cents; public utilities, 84.6; mines and quarries, 64.5; retail, 58.1; laundries, dyeing and cleaning, 42.8; hotels, 34.6.

## Child Labor Report, January 1946

The decreasing need for employing children in industry is well illustrated by a comparison of the number of child labor permits issued by the Department of Labor during the months of November, December and January.

A total of 3,718 certificates were issued to minors in November. In December, the number dropped to 2,920. In January there was a further decline, with a total of 2,189 certificates issued.

A total of 1,817 certificates were issued to minors 16 and 17 years of age during January, including first regular certificates, reissued regular certificates and vacation and part-time certificates. Of these, 1,174 went to boys and 643 to girls.

## Lumberton Leads Towns

The reporting towns with a population of less than 10,000 reported an estimated expenditure of \$1,328,480 on building construction during January. Of this sum, \$405,240 was new residential buildings to house 128 families; \$753,930 was for non-residential building, and \$169,310 was for additions, alterations and repairs.

Lumberton led the towns for the second consecutive month, reporting an estimated expenditure of \$176,700. Mount Airy was second with \$165,650. Dunn was third with \$85,250.

A total of 362 certificates were issued to minors 14 and 15 years of age, including 189 boys and 173 to girls.

Ten certificates were issued to boys 12 and 13 years of age to permit them to work part time in newspaper delivery service. No certificates are issued for girls in this age group since the law does not permit employment of girls under 14 years of age.

Of the 1,817 certificates issued to minors 16 and 17 years of age, 1,188 were for work in manufacturing industries; 585 were for work in nonmanufacturing industries, and 44 were for work in the construction industry.

Of all the minors certified for work during the month, 1,373 were boys and 816 were girls.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

## January 1946 Compared with December 1945

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                               |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL   | 1,313        | 241,854        | + 0.8        | \$6,899,672        | + 0.5        | \$28.53           | - 0.3        | 38.7              | - 1.0        | 73.6              | + 0.5        |
| Brick, Tile, Terra Cotta                            | 13           | 726            | + 6.3        | 18,009             | + 8.2        | 24.81             | + 1.8        | 37.6              | - 2.6        | 66.1              | + 4.6        |
| Cotton Goods  | 311          | 106,319        | + 1.4        | 2,797,751          | - 1.6        | 26.31             | - 3.0        | 38.1              | - 2.8        | 69.2              | + 0.1        |
| Cottonseed Oil                                      | 13           | 728            | - 8.0        | 19,026             | -12.7        | 26.13             | - 5.2        | 46.8              | - 3.5        | 55.8              | - 1.8        |
| Dyeing and Finishing                                | 17           | 4,752          | + 2.3        | 137,626            | + 7.1        | 28.96             | + 4.7        | 39.2              | + 4.5        | 73.9              | + 0.2        |
| Fertilizer  | 45           | 2,168          | +20.3        | 54,759             | +13.2        | 25.26             | - 6.0        | 40.3              | - 4.0        | 62.7              | - 1.9        |
| Food and Kindred Products                           | 211          | 6,414          | - 2.3        | 173,613            | - 1.1        | 27.07             | + 1.3        | 42.8              | - 0.2        | 63.2              | + 1.4        |
| Furn., Bedsprings and Mattresses                    | 84           | 13,785         | + 2.8        | 356,748            | + 3.6        | 25.88             | + 0.7        | 39.1              | - 0.3        | 66.3              | + 1.2        |
| Hosiery, Full-fashion                               | 60           | 14,161         | + 1.5        | 478,413            | + 5.1        | 33.78             | + 3.5        | 36.8              | + 1.1        | 91.8              | + 2.6        |
| Hosiery, Seamless                                   | 124          | 16,285         | + 3.0        | 392,135            | + 1.8        | 24.08             | - 1.2        | 35.1              | - 1.1        | 68.5              | - 0.3        |
| Iron and Steel Group                                | 23           | 1,127          | + 8.3        | 39,347             | +11.4        | 34.91             | + 2.9        | 43.0              | no ch.       | 81.2              | + 3.0        |
| Knit Goods, Flat                                    | 9            | 4,349          | + 2.2        | 110,215            | + 5.9        | 25.34             | + 3.6        | 38.1              | + 2.7        | 66.5              | + 0.9        |
| Lumber (including planing mills)                    | 60           | 4,423          | - 3.9        | 109,222            | - 6.7        | 24.69             | - 2.9        | 40.6              | - 5.4        | 60.8              | + 2.5        |
| Machinery Group                                     | 58           | 2,248          | + 2.8        | 83,773             | + 2.7        | 37.27             | - 0.1        | 44.1              | + 0.5        | 84.5              | - 0.6        |
| Paper Boxes   | 18           | 993            | - 6.7        | 26,445             | + 2.6        | 26.63             | +10.0        | 41.7              | + 8.0        | 63.9              | + 1.9        |
| Pulp and Paper Mills                                | 6            | 4,318          | - 0.9        | 188,582            | + 1.9        | 43.67             | + 2.8        | 43.6              | - 3.8        | 100.1             | + 6.7        |
| Printing and Publishing                             | 62           | 1,531          | + 3.1        | 59,100             | - 1.5        | 38.60             | - 4.4        | 39.1              | - 3.7        | 98.8              | - 0.6        |
| Rayon Goods   | 22           | 7,661          | - 0.5        | 231,756            | - 0.4        | 30.25             | + 0.2        | 41.3              | no ch.       | 73.2              | + 0.1        |
| Stemmeries and Redrying Plants                      | 26           | 13,543         | - 4.8        | 310,615            | - 0.8        | 22.94             | + 4.3        | 37.9              | + 6.2        | 60.6              | - 1.8        |
| Tobacco Products                                    | 8            | 12,916         | - 0.8        | 456,766            | + 5.6        | 35.36             | + 6.4        | 40.1              | + 1.5        | 88.1              | + 4.6        |
| Woolen Mills  | 8            | 4,336          | + 2.0        | 140,159            | + 7.3        | 32.32             | + 5.1        | 41.7              | - 1.0        | 77.5              | + 6.0        |
| Other Industries                                    | 135          | 19,071         | - 1.4        | 715,612            | - 1.9        | 37.52             | - 0.5        | 40.1              | + 1.0        | 93.6              | - 1.5        |
| <b>Nonmanufacturing:</b>                            |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL   | 747          | 18,852         | -10.7        | \$ 499,413         | - 3.6        | \$26.49           | + 8.0        | 41.2              | + 3.8        | 64.3              | + 4.0        |
| Retail  | 440          | 8,184          | -23.7        | 175,985            | -13.9        | 21.50             | +12.9        | 37.0              | + 5.7        | 58.1              | + 6.6        |
| Wholesale   | 169          | 2,424          | ×            | 95,313             | - 0.2        | 39.32             | - 0.2        | 43.7              | - 0.2        | 89.9              | - 0.1        |
| Laundries, Dyeing and Cleaning                      | 55           | 2,336          | + 3.4        | 47,048             | + 6.3        | 20.14             | + 2.8        | 47.1              | + 1.1        | 42.8              | + 1.9        |
| Mines and Quarries                                  | 27           | 640            | + 3.2        | 16,716             | + 8.2        | 26.12             | + 4.9        | 40.5              | + 3.6        | 64.5              | + 1.3        |
| Public Utilities                                    | 35           | 3,836          | + 2.1        | 142,711            | + 4.4        | 37.20             | + 2.2        | 44.0              | + 0.2        | 84.6              | + 2.2        |
| Hotels  | 21           | 1,432          | + 7.2        | 21,640             | - 0.6        | 15.11             | - 7.3        | 43.7              | - 7.0        | 34.6              | - 0.3        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING</b> | <b>2,060</b> | <b>260,706</b> | <b>- 0.2</b> | <b>\$7,399,085</b> | <b>+ 0.2</b> | <b>\$28.38</b>    | <b>+ 0.4</b> | <b>38.9</b>       | <b>- 0.8</b> | <b>72.9</b>       | <b>+ 1.0</b> |

× Less than .1%.



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XIII

RALEIGH, NORTH CAROLINA, APRIL 1946

No. 4

## Digest Of The Voluntary Arbitration Act Of 1945

*The Department of Labor herewith presents a brief history and digest of the Voluntary Arbitration Act, which was passed by the General Assembly of the year 1945. The digest is designed to advise employers and employees of their rights and duties under the Arbitration Act. It is earnestly hoped that differences between labor and management in North Carolina may be settled through the normal processes of collective bargaining, free discussion of the merits of disputes, and mutual understanding. In such instances, the necessity for arbitration will not arise. In cases where such understanding is not achieved, the machinery of arbitration should be of value in securing industrial peace and a high level of production.*

### Purpose

The basic assumption of the Voluntary Arbitration Act is that where industrial disputes have failed of amicable settlement by conciliation and mediation, their voluntary arbitration under the guidance and supervision of a governmental agency will tend to promote industrial peace and public welfare. The act was passed to secure those ends.

### History

No machinery of any kind for the settlement of industrial disputes was provided in the Public Laws of 1931, C. 312. This situation was corrected to some extent by the enactment of a Conciliation Act by the General Assembly of 1941.

With the passage of the Voluntary Arbitration Act of 1945 by the General Assembly of that year, the adjustment of industrial disputes was officially recognized by the lawmaking body of the State to be a matter of public and Statewide concern.

It was not the intent of the Voluntary Arbitration Act to supplant or supercede other arbitration services, but rather to supplement such work. The Commissioner of Labor, who recommended passage of the act to the General Assembly, felt it to be a responsibility of the State to provide the mechanics for the voluntary settlement of labor-management disputes through conciliation, mediation, and arbitration where agreements are not reached through the normal processes of collective bargaining.

It was further the feeling of the Commissioner of Labor that in many instances local labor-management disputes could best be disposed of through handling by local people, conversant with and sympathetic toward local problems. This same sentiment was expressed by the representatives of labor and management in North Carolina, and by officials of the War Labor Board and other Federal agencies.

The Voluntary Arbitration Act had the support of both labor and management in the House and Senate committees which worked on the bill, and was passed as recommended with only minor changes and amendments.

### Scope

Disputing parties may voluntarily submit to arbitration controversies concerning wages, hours and working conditions.

### Administration

The administration of the Voluntary Arbitration Act is under the general supervision of the Commissioner of Labor.

### List of Members—Voluntary Arbitration Panel

CLARKSON, FRANCIS O. Attorney, Talliaferro & Clarkson, Charlotte. Former hearing officer and panel chairman, War Labor Board, Arbitrator.

DARDEN, JOHN W. Parole Supervisor, N. C. Paroles Commission, Plymouth. Former Superintendent of Public Instruction, Washington County; Judge Washington County Recorders Court; member of General Assembly, Arbitrator.

HEATON, GEORGE D., JR. Minister, Myers Park Baptist Church, Charlotte, Industrial Relations Counselor, Arbitrator.

HOBBS, RICHARD J. M. Professor of Commercial Law, School of Commerce, University of North Carolina, Chapel Hill. Member, Chapel Hill Board of Aldermen. Claims adjuster. Former arbitrator and panel chairman, War Labor Board.

JENKINS, RAYMOND. Dean of Cata-baba College, Salisbury, Arbitrator.

KEISLER, ALBERT S. Professor of Economics, Woman's College of the University of North Carolina, Greensboro. Former arbitrator, hearing officer and panel chairman, War Labor Board.

MILLAR, WILLIAM H. F. Attorney, Millar & Medford, Waynesville, Labor Relations Counsel.

SPENGLER, JOSEPH J. Professor of Economics and Business Administration, Duke University, Durham. Former Regional Price Executive, Office of Price Administration, Consultant Economist, Arbitrator.

VAN HECKE, M. T. Professor of Law, University of North Carolina, Chapel Hill. Former chairman, Fourth Regional War Labor Board, Arbitrator.

WAYNICK, CAPUS. Director, Venereal Disease Education Institute, N. C. Board of Health, Raleigh. Former editor, *High Point Enterprise*; member of General Assembly, Arbitrator.

WOLF, HARRY D. Professor of Labor Economics, School of Commerce, University of North Carolina, Chapel Hill. Former arbitrator, public member and panel chairman, War Labor Board, Member of N. C. Unemployment Compensation Commission.

### Mechanics

Where amicable settlement of a controversy has not been achieved through conciliation and mediation, the disputing parties may agree to submit the dispute to an arbitration panel of five persons, or to a single arbitrator, for hearing and decision.

### Arbitration Panel

The law provides that the Commissioner of Labor shall maintain a list of names of public-spirited citizens who are willing to serve in the capacity of arbitrators. When requested to appoint an arbitrator, the Commissioner is directed by the act to appoint one from this list.

It is specified in the law that failure or refusal of either party to submit a dispute to arbitration is not a violation of any legal obligation.

### Selection of Arbitrators

In case the disputing parties agree to submit their differences to a panel of five, the employer must choose two arbitrators—one from the plant concerned in the dispute, the other from another industry.

Similarly, the employees must select two arbitrators—one from the plant concerned, the other from another industry, union, trade or craft.

The fifth arbitrator, who serves as panel chairman, is appointed by the Commissioner of Labor, at the request of the disputing parties.

In the event that the disputing parties wish to submit the dispute to a single arbitrator, it is the duty of the Commissioner of Labor, upon the request of both parties, to appoint an arbitrator. Procedure of selection is the same as when the Commissioner appoints an arbitrator to serve as panel chairman.

Submission of a dispute to arbitration must be in writing and must be signed by both parties to the dispute.

### Work Must Continue

*The parties must agree to continue in business or at work without a strike or lockout during the arbitration and to abide by the arbitration award.*

### Hearings

The arbitrator examining the dispute must give both parties an opportunity to be heard and to examine witnesses. He also has authority to require attendance of witnesses and submission of evidence pertinent to the hearing.

(Continued on page three)



# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
Commissioner of Labor  
ALMON BARBOUR, Editor

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## Building Contractors Meet With Wage Officials in State

Conferences for the study of wage stabilization controls which apply to the building and construction industry were held recently in Raleigh, Charlotte and Winston-Salem.

Contractors from several North Carolina cities attended the meetings. Linton S. Johnson, of Atlanta, Chief Enforcement Attorney of the Fourth Regional Wage Stabilization Board, and Paul Sanders, Regional Attorney, explained the controls now in operation.

Phillip T. Williams, of Charlotte, Executive Secretary of the Carolinas Branch, Associated General Contractors of America, said investigations have shown that some firms have raised wages beyond the legally approved rate for the industry, the object of such raises being to "pirate" labor from firms which are sticking to the legally approved rates.

## Hendersonville Leads Towns in Building Construction

Reporting towns of less than 10,000 population showed a total estimated expenditure of \$1,488,514 for building construction during the month of February.

Hendersonville led the towns with an expenditure of \$85,920, while Asheboro ran a close second with \$85,130. Sanford was third with \$83,100.

A total of 214 houses for as many families were reported under construction in the towns. The cost of this new construction was estimated at \$674,434, an average of about \$3,150 per house.

## Charlotte Leads Cities in Feb. Building Construction

Permits were issued for the construction of buildings estimated to cost \$3,288,806 in the 26 largest North Carolina cities during February.

Charlotte led the reporting cities for the second consecutive month, reporting an estimated expenditure of \$363,491. Durham was second, with \$265,550. Burlington was third, with \$260,950.

The expenditures for the 26 cities were divided as follows: Residential buildings, \$1,125,489; nonresidential buildings, \$1,607,197; additions, alterations and repairs to existing structures, \$556,120.

The new residential buildings were designed to provide housing for 418 families. Of these, 380 were one-family dwellings; 16 were two-family dwellings; and one was a four-family dwelling.

The majority of the nonresidential buildings were constructed to house factories, garages and stores.

The total number of building permits issued in February was 41.1 per cent greater than in January. A total of 1,061 permits were issued in February, as compared with only 752 in January.

Nonresidential buildings accounted for \$743,775 of the total estimated expenditure, while additions, alterations and repairs cost \$70,305.

## Type of February Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |                    |
|---|---|--------------------|
|   | No.                                     | Cost               |
| <b>RESIDENTIAL BUILDINGS:</b>   |   |                    |
| One-family dwellings.....   | 380                                     | \$1,030,039        |
| Two-family dwellings.....   | 16                                      | 89,300             |
| Three- and four-family dwellings....  | 1                                       | 5,000              |
| Other nonhousekeeping dwellings....   | 2                                       | 1,150              |
| <b>TOTAL</b> .....  | <b>399</b>                              | <b>\$1,125,489</b> |
| <b>NEW NONRESIDENTIAL BUILDINGS:</b>  |   |                    |
| Amusement and recreation places..   | 11                                      | \$ 285,500         |
| Churches.....   | 4                                       | 41,500             |
| Factories, bakeries, ice plants, laundries and other workshops ....             | 42                                      | 228,600            |
| Garages, commercial.....  | 13                                      | 173,700            |
| Garages, private.....   | 37                                      | 77,545             |
| Gasoline and service stations.....  | 5                                       | 39,000             |
| Institutional buildings.....  | 2                                       | 44,000             |
| Office buildings, including banks ....  | 4                                       | 28,000             |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 8                                       | 5,300              |
| Stores and other mercantile buildings.....                                      | 122                                     | 684,052            |
| <b>TOTAL</b> .....  | <b>248</b>                              | <b>\$1,607,197</b> |
| <b>ADDITIONS, ALTERATION, AND REPAIRS:</b>                                      |   |                    |
| Housekeeping dwellings.....   | 264                                     | \$ 154,066         |
| Nonhousekeeping dwellings.....  | 4                                       | 1,150              |
| On nonresidential buildings.....  | 146                                     | 400,904            |
| <b>TOTAL</b> .....  | <b>414</b>                              | <b>\$ 556,120</b>  |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES FEBRUARY 1945 AND FEBRUARY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST   |                    |                   |
|---|---------------------|--------------|-------------------|------------------|--------------------|-------------------|
|   | Feb. 1945           | Feb. 1946    | Percentage Change | Feb. 1945        | Feb. 1946          | Percentage Change |
| <b>TOTAL</b> .....                      | <b>313</b>          | <b>1,061</b> | <b>+ 239.0</b>    | <b>\$582,861</b> | <b>\$3,288,806</b> | <b>+ 464.3</b>    |
| Residential buildings.....              | 28                  | 399          | +1325.0           | 60,515           | 1,125,489          | +1759.9           |
| Nonresidential buildings.....           | 56                  | 248          | + 342.9           | 274,679          | 1,607,197          | + 485.1           |
| Additions, alterations and repairs..... | 229                 | 414          | + 80.8            | 247,667          | 556,120            | + 124.5           |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JANUARY 1946 AND FEBRUARY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|--------------|-------------------|--------------------|--------------------|-------------------|
|   | Jan. 1946           | Feb. 1946    | Percentage Change | Jan. 1946          | Feb. 1946          | Percentage Change |
| <b>TOTAL</b> .....                      | <b>752</b>          | <b>1,061</b> | <b>+41.1</b>      | <b>\$3,275,480</b> | <b>\$3,288,806</b> | <b>+ 0.4</b>      |
| Residential buildings.....              | 251                 | 399          | +59.0             | 1,029,540          | 1,125,489          | + 9.3             |
| Nonresidential buildings.....           | 206                 | 248          | +20.4             | 1,823,193          | 1,607,197          | -11.8             |
| Additions, alterations and repairs..... | 295                 | 414          | +40.3             | 422,747            | 556,120            | +31.5             |

## SUMMARY OF FEBRUARY 1946 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of February 1945 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |                    |              |            | NEW NONRESIDENTIAL BUILDINGS |                    | ADDITIONS, ALTERATIONS AND REPAIRS |                  | ESTIMATED COST OF ALL CONSTRUCTION WORK |                    |
|---------------------|------------------|----------------------|---------------------------|--------------------|--------------|------------|------------------------------|--------------------|------------------------------------|------------------|---|--------------------|
|                     |                  |                      | ESTIMATED COST            |                    | No. FAMILIES |            | Feb. 1945                    | Feb. 1946          | Feb. 1945                          | Feb. 1946        | Feb. 1945                               | Feb. 1946          |
|                     |                  |                      | Feb. 1945                 | Feb. 1946          | Feb. 1945    | Feb. 1946  |                              |                    |                                    |                  |   |                    |
| <b>TOTAL</b> .....  | <b>397</b>       | <b>\$1,124,339</b>   | <b>\$60,515</b>           | <b>\$1,125,489</b> | <b>29</b>    | <b>418</b> | <b>\$274,679</b>             | <b>\$1,607,197</b> | <b>\$247,667</b>                   | <b>\$556,120</b> | <b>\$582,861</b>                        | <b>\$3,288,806</b> |
| Asheville.....      | 6                | 19,800               | 2,500                     | 19,800             | 2            | 6          | 700                          | 36,000             | 23,635                             | 26,807           | 26,835                                  | 82,607             |
| Burlington.....     | 18               | 82,100               | 82,100                    | 82,100             | 18           | 18         | 133,800                      | 133,800            | 45,050                             | 45,050           | 260,950                                 | 260,950            |
| Charlotte.....      | 75               | 70,729               | 10,500                    | 70,729             | 3            | 82         | 70,500                       | 242,387            | 34,967                             | 50,375           | 115,967                                 | 363,491            |
| Concord.....        | 7                | 15,950               | 15,950                    | 15,950             | 8            | 8          | 3,500                        | 4,500              | 4,500                              | 200              | 8,000                                   | 20,650             |
| Durham.....         | 10               | 74,300               | 4,990                     | 74,300             | 1            | 12         | 10,424                       | 151,050            | 5,265                              | 40,200           | 20,679                                  | 265,550            |
| Elizabeth City..... | 3                | 3,300                | 1,150                     | 3,300              | 2            | 3          | 250                          | 31,195             | 265                                | 475              | 1,665                                   | 34,970             |
| Fayetteville.....   | 24               | 44,415               | 600                       | 44,415             | 2            | 24         | 15,200                       | 33,150             | 1,900                              | 6,599            | 17,700                                  | 84,164             |
| Gastonia.....       | 9                | 20,000               | 1,600                     | 20,000             | 2            | 9          | 1,000                        | 66,600             | .....                              | .....            | 2,600                                   | 86,600             |
| Goldsboro.....      | 5                | 18,100               | 2,200                     | 18,100             | 2            | 5          | 900                          | 137,200            | 17,000                             | 2,000            | 20,100                                  | 157,300            |
| Greensboro.....     | 38               | 71,500               | 5,000                     | 71,500             | 2            | 40         | 1,350                        | 94,800             | 11,330                             | 50,089           | 17,630                                  | 216,389            |
| Greenville.....     | 9                | 31,900               | .....                     | 31,900             | .....        | 10         | 2,925                        | 86,700             | 75                                 | 3,700            | 3,000                                   | 122,300            |
| Hickory.....        | 10               | 28,000               | .....                     | 28,000             | .....        | 10         | .....                        | 20,890             | 12,000                             | 900              | 12,000                                  | 49,790             |
| High Point.....     | 10               | 63,000               | .....                     | 63,000             | .....        | 10         | 375                          | 117,750            | 5,131                              | 44,640           | 5,506                                   | 225,390            |
| Kinston.....        | Not reporting    | .....                | 6,100                     | .....              | 6            | .....      | 97,900                       | .....              | .....                              | .....            | 104,000                                 | .....              |
| Lexington.....      | 17               | 40,600               | .....                     | 40,600             | .....        | 17         | 575                          | 17,000             | 22,000                             | 15,420           | 22,575                                  | 73,020             |
| New Bern.....       | 7                | 45,960               | 275                       | 45,960             | 1            | 7          | .....                        | 11,500             | 18,380                             | 15,035           | 18,655                                  | 72,495             |
| Raleigh.....        | 41               | 59,095               | .....                     | 59,095             | .....        | 41         | 200                          | 32,400             | 1,400                              | 5,900            | 1,600                                   | 97,395             |
| Reidsville.....     | 5                | 21,400               | .....                     | 21,400             | .....        | 5          | .....                        | 50,000             | 1,700                              | 4,100            | 1,700                                   | 75,500             |
| Rocky Mount.....    | 21               | 61,350               | .....                     | 61,350             | .....        | 27         | .....                        | 17,550             | 1,250                              | 80,900           | 1,250                                   | 159,800            |
| Salisbury.....      | 17               | 72,300               | .....                     | 72,300             | .....        | 19         | .....                        | 40,075             | 900                                | 12,445           | 900                                     | 124,820            |
| Shelby.....         | 11               | 29,050               | .....                     | 29,050             | .....        | 11         | 25,250                       | 55,100             | 3,000                              | 2,500            | 28,250                                  | 86,650             |
| Statesville.....    | 20               | 65,000               | 1,750                     | 65,000             | 2            | 20         | 29,500                       | 20,000             | .....                              | .....            | 31,250                                  | 85,000             |
| Thomasville.....    | 5                | 19,800               | .....                     | 19,800             | .....        | 5          | 180                          | 4,000              | .....                              | 1,900            | 180                                     | 25,700             |
| Wilmington.....     | 6                | 38,000               | 900                       | 38,000             | .....        | 6          | 12,125                       | 128,000            | 19,386                             | 35,723           | 32,411                                  | 201,723            |
| Wilson.....         | 12               | 50,750               | .....                     | 51,900             | .....        | 12         | 1,300                        | 17,000             | 13,800                             | 20,000           | 15,100                                  | 88,900             |
| Winston-Salem.....  | 11               | 77,940               | 22,950                    | 77,940             | 4            | 11         | 525                          | 58,550             | 49,733                             | 91,162           | 73,258                                  | 227,652            |



# Division of Standards and Inspections

## State Law Inspections

During the month of February 835 manufacturing, mercantile and service establishments employing a total of 38,809 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,613 violations of the labor laws, including necessary recommendations concerning enforcement of the rules and regulations pertaining to safety and health, record keeping and other provisions of the law. Immediate compliance was secured in 1,026 cases. Compliance was assured in connection with the remaining violations, most of which were of such a nature as to require additional time for correction.

The violations found and compliances secured were as follows:

|                       | Violations | Compliances |
|-----------------------|------------|-------------|
| Hour Law.....         | 61         | 40          |
| Child Labor.....      | 633        | 486         |
| Time Records.....     | 62         | 40          |
| Drinking Facilities.. | 12         | 12          |
| Sanitation.....       | 179        | 73          |
| Seats.....            | 3          | 2           |
| Safety Code.....      | 400        | 186         |
| Other.....            | 263        | 187         |

Ten complaints alleging violations of the State child labor and maximum hour laws were investigated by the Department's inspectors during the month. Violations were substantiated in five cases, the inspectors were unable to substantiate the alleged violations.

One bowling alley was prosecuted for violation of the State child labor law. The defendant pleaded guilty and was fined.

## Manufacturers Find Practical Uses for Industrial Directory

The Department of Labor is meeting a continuous monthly demand for copies of the 240-page Directory of North Carolina Manufacturing Firms, which was published last year. Manufacturers and others throughout the State evidently are finding many practical uses for the volume.

The directory lists all types of manufacturing establishments by county and by industry. Copies may be secured by writing to the Department of Labor. The price: \$1.00.

## DIGEST OF VOLUNTARY ARBITRATION ACT OF 1945

(Continued from page one)

The arbitrator must submit to each party concerned in a dispute within thirty days after his appointment, a written report of his findings of fact and recommendations, unless the time for submission of the report is extended by agreement of the parties or by the Commissioner of Labor.

No person whom the Commissioner of Labor names as an arbitrator may serve if he has a financial or other interest in a trade, business, industry, or occupation in which a dispute exists or is threatened.

### Addenda

The present policy regarding selection of an arbitrator is for the Commissioner

## Wage and Hour and Public Contracts Inspections

A total of 80 inspections were completed in North Carolina during the month of February under the Fair Labor Standards Act. An analysis of the inspections made showed that 25 establishments were operating in full compliance with the provisions of the two Federal acts; 10 were in violation of record-keeping provisions only; 38 were in violation of minimum wage and overtime provisions, and seven were found not covered by the acts.

The review section closed and reported to the national Wage-Hour and Public Contracts Office on 49 cases. Of these, five were compliance cases, 43 showed violations, and one was found not to be covered by the provisions of the acts.

Back wages in the amount of \$16,293.99 were secured for 360 employees who previously had not been paid in accordance with minimum wage or overtime requirements of the acts. The back wages were paid by 40 establishments.

A total of four safety and health inspections were made under the provisions of the Public Contracts Act. Of these, three establishments were found to be operating in compliance with the State Code and one was found to be operating in violation of the State Code. The injury frequency rate regulations were not being violated by any of the establishments inspected.

## Chinese Textile Official Studies Industrial Methods in State

Miss Pau Tau Yuan, director of the New Life Movement Spinning Factory near Chungking, China, spent several days in North Carolina last month as guest of the Erwin Cotton Mills at Durham.

Miss Yuan, who is studying in America under the auspices of the Division of Inter-American Co-operation, UNRRA, is particularly interested in the methods used in American factories for safeguarding the welfare of women and children in industry. She expressed the hope of applying the knowledge gained from her observation and studies here to the improvement of conditions in textile factories in China.

The official voiced the belief that China's child labor law, which prohibits children under 16 years of age from working in factories, will be more rigorously enforced now that China's long struggle with Japan is over. She said that American cotton is much needed in China because it is of higher quality than that produced in her country.

Before going to Durham, Miss Yuan stopped for a day as guest of the Department of Labor, conferring with Commissioner Forrest H. Shuford and other departmental personnel.

of Labor to present a list of all the arbitrators to each disputing party, with each party having the privilege of deleting a maximum of four names from the existing list of eleven names. The Commissioner will then select the arbitrator from the names which remain on the list.

### Fees and Expenses

The arbitrator's fee, in cases where he

## Three More Veterans Back With Department of Labor

The Department of Labor recently welcomed back three more of its former employees who have been serving overseas in the armed forces of our country.

Robert E. Price, Jr., a sergeant in the army, entered service in December 1943 and was discharged in January this year. Price saw extensive service in the Pacific theater of war. He is now back in the Department's Greensboro district, where he worked as an inspector before entering the service.

E. D. Whitley, Jr., a captain in the army, entered service in May 1942 and is now on terminal leave until May this year. Whitley served in both the infantry and air forces, being assigned to duty in the states, Guam, Manila, Honolulu and Saipan. He is returning to the Department's Greenville office on April 1.

Elmo S. Johnson, a sergeant in the army, entered service in May 1943 and was discharged in January this year. He served in the European theater of war for 15 months with the Army Medical Corps. Johnson is returning as an inspector with the Department on April 1.

## Reports Show Decline in Number of Women Working In Manufacturing Industries

The percentage of women wage earners in North Carolina manufacturing industries decreased from 41.4 per cent in January to 40.7 per cent in February. A survey of 1,263 establishments throughout the State showed a total employment of 226,719 workers, of whom 92,162 were women.

In the piedmont section of the State, 886 establishments reported employing 174,097 workers. Of this number, 76,346, or 43.9 per cent, were women. This represents a decline of seven tenths of one per cent from the number of women employed in January.

The 223 reporting firms in the coastal area with total employment of 27,032 showed that 6,891 workers, or 25.5 per cent, were women—a decline of seven tenths of one per cent.

In the mountain region, 154 firms reported employing 25,590 workers with 8,925, or 34.9 percent, being women—a decline of one per cent.

The percentage of women workers was highest in the following industry groups: Flat knit goods, 72.5 per cent; seamless hosiery, 69.4; stemmeries and redrying plants, 65; full-fashioned hosiery, 58.9; cotton goods, 53.4; paper boxes, 50; rayon goods, 45; tobacco products, 41.3; woolen mills, 39.6; dyeing and finishing, 35.5; food and kindred products, 31.6; furniture, bedsprings and mattresses, 16.2.

is appointed by the Commissioner, is set at present at \$25 per day, plus other necessary expenses. These fees and expenses must be borne equally by the two disputing parties. When arbitrations are so long or complex that stenographic assistance is essential, the cost of such assistance may be paid by the State.



## Employment and Pay Rolls Show Marked Rise in Feb.

A very decided increase in weekly pay rolls, average weekly earnings and average length of workweek took place throughout North Carolina industries during the month of February, while total employment and average hourly earnings also rose above previous levels.

Reports from 2,042 manufacturing firms in the State showed employment of 259,443 wage earners and average weekly pay rolls of \$7,736,851. The number of workers employed increased one half of one per cent during the month, but aggregate pay rolls showed a rise of six per cent over the January level.

The weekly pay check of the average worker also rose—a full five per cent—to \$29.82. An increase of 1.8 per cent in the length of the workweek brought the number of hours worked weekly to 39.6. Hourly earnings showed an overall average increase of 3.4 per cent, bringing the average to 75.3 cents.

Average hourly earnings in manufacturing industries were 76.1 cents, an increase of 3.4 per cent. In the nonmanufacturing group, hourly earnings averaged 65.7 cents, an increase of 1.9 per cent.

The average hourly earnings reported by the various manufacturing industry groups were as follows: Pulp and paper mills, \$1.02; printing and publishing, 98.3; full-fashioned hosiery, 95.2; tobacco products, 85.7; machinery group, 85; woolen mills,

81.2; iron and steel group, 81.1; rayon goods, 79; dyeing and finishing, 77; cotton goods, 73.9; seamless hosiery, 70.9; flat knit goods, 69.3; furniture, bedsprings and mattresses, 68.5; brick, tile and terracotta, 66.9; paper boxes, 65.6; food and kindred products, 64.1; lumber and planing mills, 61.9; fertilizer, 61.8; stemmeries and redrying plants, 62.1; cottonseed oil, 58.1.

Average hourly earnings in the nonmanufacturing industries were reported as follows: Wholesale, 93.3; public utilities, 85.3; mines and quarries, 64.4; retail, 60.1; laundries, dyeing and cleaning, 43; hotels, 35.2.

## Child Labor Report, February 1946

The number of employment certificates issued to minors under 18 years of age by superintendents of public welfare dropped 25.6 per cent in February as compared with January, according to the monthly report prepared by the Division of Statistics.

A total of 1,628 work permits were issued to minors during February. In January, the number was 2,189. The sharp decrease is another indication of the downward trend in child labor which has been in progress since June 1945, during which month more than 11,000 work permits were issued to children. Certifications have grown progressively fewer each month since the end of the war.

A total of 1,315 work permits were

issued to minors 16 and 17 years of age during February, including first regular certificates, reissued regular certificates, and vacation and part-time certificates. Of these, 823 went to boys and 492 to girls. First regular certificates numbered 771; reissued regular, 387; vacation and part-time, 157. During January, 1,817 certificates were issued to minors in this age group alone.

A total of 295 permits were issued to minors 14 and 15 years of age, including 178 boys and 117 girls. The number in January was 362.

Eighteen certificates were issued to boys 12 and 13 years of age to permit them to work part time in newspaper delivery service.

Of all the minors certified for work during the month, 1,019 were boys and 609 were girls.

Of the 1,315 certificates issued to minors 16 and 17 years of age, a total of 823 were for work in manufacturing industries; 468 were for work in nonmanufacturing industries, and 24 were for work in the construction industry.

Use of birth certificates as evidence of age in obtaining work permits is increasing. In January, 66.4 per cent of the permits issued used such certificates as evidence of age. In February, 78.2 per cent used the birth records as evidence. The increase of this practice is regarded as favorable response to a recent memo circulated by the Department among superintendents of public welfare in the State.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

February 1946 Compared with January 1946

| INDUSTRIES   | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|--|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|  |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                                    |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL.....   | 1,304        | 241,081        | + 0.6        | \$7,240,544        | + 6.3        | \$30.03           | + 5.7        | 39.5              | + 2.1        | 76.1              | + 3.7        |
| Brick, Tile, Terra Cotta.....                            | 14           | 764            | + 5.2        | 20,758             | +15.3        | 27.17             | + 9.6        | 40.6              | + 8.0        | 66.9              | + 1.2        |
| Cotton Goods.....  | 309          | 108,544        | + 2.2        | 3,122,778          | +11.2        | 28.77             | + 8.8        | 39.0              | + 2.1        | 73.9              | + 6.6        |
| Cottonseed Oil.....                                      | 13           | 662            | - 9.1        | 18,500             | - 2.8        | 27.95             | + 7.0        | 48.1              | + 2.8        | 58.1              | + 4.1        |
| Dyeing and Finishing.....                                | 18           | 4,978          | + 4.0        | 154,606            | +11.7        | 31.06             | + 7.4        | 40.3              | + 2.8        | 77.0              | + 4.3        |
| Fertilizer.....  | 41           | 2,315          | +13.5        | 59,563             | +16.6        | 25.73             | + 2.8        | 41.6              | + 3.5        | 61.8              | - 0.8        |
| Food and Kindred Products.....                           | 212          | 6,321          | - 1.0        | 177,936            | + 3.1        | 28.15             | + 4.1        | 43.9              | + 2.6        | 64.1              | + 1.4        |
| Furn., Bedsprings and Mattresses....                     | 83           | 13,704         | - 0.5        | 375,885            | + 5.4        | 27.43             | + 5.9        | 40.0              | + 2.3        | 68.5              | + 3.5        |
| Hosiery, Full-fashion.....                               | 61           | 14,440         | + 1.9        | 531,118            | +11.2        | 36.78             | + 9.1        | 38.6              | + 4.6        | 95.2              | + 4.2        |
| Hosiery, Seamless.....                                   | 120          | 17,100         | + 3.1        | 442,448            | +11.3        | 25.87             | + 8.0        | 36.5              | + 4.3        | 70.9              | + 3.5        |
| Iron and Steel Group.....                                | 25           | 1,284          | + 6.6        | 45,127             | + 8.4        | 35.15             | + 1.7        | 43.3              | + 1.4        | 81.1              | + 0.2        |
| Knit Goods, Flat.....                                    | 11           | 4,641          | no ch.       | 128,412            | +10.9        | 27.67             | +10.9        | 39.9              | + 5.3        | 69.3              | + 5.2        |
| Lumber (including planing mills)....                     | 63           | 4,451          | + 2.6        | 117,085            | + 7.1        | 26.31             | + 4.4        | 42.5              | + 2.7        | 61.9              | + 1.6        |
| Machinery Group.....                                     | 57           | 2,327          | + 3.6        | 88,415             | + 5.6        | 38.00             | + 2.0        | 44.7              | + 1.4        | 85.0              | + 0.6        |
| Paper Boxes.....   | 18           | 1,063          | + 7.0        | 29,378             | +11.0        | 27.64             | + 3.8        | 42.1              | + 1.0        | 65.6              | + 2.5        |
| Pulp and Paper Mills.....                                | 6            | 4,341          | + 0.5        | 188,562            | ×            | 43.44             | - 0.5        | 42.6              | - 2.3        | 102.1             | + 2.0        |
| Printing and Publishing.....                             | 63           | 1,643          | + 2.1        | 62,858             | + 1.6        | 38.26             | - 0.5        | 38.9              | - 0.5        | 98.3              | no ch.       |
| Rayon Goods.....   | 20           | 7,273          | - 1.6        | 246,110            | + 9.4        | 33.84             | +11.1        | 42.8              | + 3.1        | 79.0              | + 7.8        |
| Stemmeries and Redrying Plants....                       | 26           | 11,629         | -14.1        | 277,018            | -10.8        | 23.82             | + 3.8        | 38.4              | + 1.3        | 62.1              | + 2.5        |
| Tobacco Products.....                                    | 7            | 10,914         | + 2.5        | 381,306            | + 8.4        | 34.94             | + 5.8        | 40.8              | + 4.6        | 85.7              | + 1.3        |
| Woolen Mills.....  | 7            | 4,213          | - 2.1        | 148,230            | + 6.3        | 35.18             | + 8.6        | 43.3              | + 3.8        | 81.2              | + 4.6        |
| Other Industries.....                                    | 130          | 18,474         | - 2.9        | 624,451            | -13.1        | 33.80             | -10.5        | 38.4              | - 4.2        | 88.1              | - 6.5        |
| <b>Nonmanufacturing:</b>                                 |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL.....   | 738          | 18,362         | ×            | \$ 496,307         | + 2.0        | \$27.03           | + 2.1        | 41.2              | + 0.5        | 65.7              | + 1.9        |
| Retail.....  | 439          | 8,086          | - 1.8        | 180,526            | + 1.0        | 22.33             | + 3.0        | 37.2              | + 0.5        | 60.1              | + 2.6        |
| Wholesale.....   | 166          | 2,213          | + 1.4        | 95,494             | + 7.2        | 41.29             | + 5.7        | 44.2              | + 1.8        | 93.3              | + 3.6        |
| Laundries, Dyeing and Cleaning.....                      | 54           | 2,294          | + 0.7        | 46,399             | + 1.3        | 20.23             | + 0.7        | 47.1              | no ch.       | 43.0              | + 0.9        |
| Mines and Quarries.....                                  | 23           | 712            | +12.5        | 19,952             | +19.4        | 28.02             | + 6.1        | 43.5              | + 7.7        | 64.4              | - 1.5        |
| Public Utilities.....                                    | 34           | 3,716          | + 0.7        | 134,056            | - 2.4        | 36.08             | - 3.0        | 42.3              | - 3.9        | 85.3              | + 0.9        |
| Hotels.....  | 22           | 1,241          | - 0.6        | 19,880             | + 6.2        | 16.02             | + 6.9        | 45.5              | + 4.4        | 35.2              | + 2.3        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING.....</b> | <b>2,042</b> | <b>259,443</b> | <b>+ 0.5</b> | <b>\$7,736,851</b> | <b>+ 6.0</b> | <b>\$29.82</b>    | <b>+ 5.4</b> | <b>39.6</b>       | <b>+ 1.8</b> | <b>75.3</b>       | <b>+ 3.4</b> |

× Less than .1%.



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XIII

RALEIGH, NORTH CAROLINA, MAY 1946

No. 5

## Need Seen for Apprentices In Building Trades

There is an acute need for development of more apprentice training programs in North Carolina industries, especially in the building construction industry, according to Clarence L. Beddingfield, Director of the Division of Apprenticeship Training of the Department of Labor.

The apprenticeship director says that while building materials at present are "obviously inadequate" to take care of all residential construction needs, there is a great need for additional skilled craftsmen in the construction industry—a need which will continue until many more young people are trained for the job.

Mr. Beddingfield points out that during the period while stockpiles of essential building materials are being built up, the skilled labor needed to put the materials to use should be trained, so that when materials become plentiful there will be no loss of time in construction activity because of a shortage of skilled craftsmen. Training of a small number of apprentices in each skilled building trade in each community would be sufficient to meet future needs.

"Training apprentices is essentially a local problem, just as is the building of houses," the director maintains. "Labor-management apprenticeship committees should be encouraged to advance apprentices more rapidly than they have done hitherto. This can be done by more frequent examination of apprentices to determine their ability to advance from one job skill to another. Credit for previous work should be given, especially training and experience received by apprentices while serving in the armed forces. Where necessary, training centers should be set up to provide basic training for inexperienced apprentices before they go on the job. A few additional apprentices in each trade in each locality will soon add up to the requirements specified for the local construction job, and will constitute a valuable source of skilled labor for the huge construction boom which may be expected to get under way upon completion of the Veterans' Emergency Housing Program."

The Department of Labor has assisted in developing 86 apprentice training programs in North Carolina since the middle of 1945, under which at present more than 200 apprentices are being trained for skilled trades. The majority of the men in training, Mr. Beddingfield points out, are working to become automobile motor and body mechanics, woodworking experts, machinists, stonecutters and laboratory technicians. During the war, the Apprenticeship Training Division worked principally upon development of brief training courses to fit men for jobs in war production industries.

## Industrial Feeding Program Promotes Employee Welfare

### Program Developed by U. S. Department of Agriculture Shows Results in North Carolina Industries

The Department of Labor is interested in supporting programs which have as their aim the improvement of working conditions and employee welfare in the industries of North Carolina, whether they are conducted by private individuals and organizations or by governmental agencies.

### Raleigh Merchants Show Vision in Reducing Workweek

*An Editorial*

The action of the Raleigh Merchants Association in reducing the workweek for employees of retail stores is one which merits special commendation.

Nowadays statistical studies are the favored methods of testing and proving almost any idea about how people react to given situations, especially situations which involve people *en masse*. Many such studies, conducted by nonpartisan organizations under conditions designed to insure objective conclusions, have indicated that a superior type of working service is rendered by employees who have enough time outside working hours for rest, recreation and attending to their personal affairs.

In consideration of this fact, and showing a proper regard for employee welfare, the Raleigh Merchants Association voted two to one in favor of reducing the operating hours of retail stores to eight per day—from 9:30 a.m. to 5:30 p.m. Since most stores allow employees an hour for lunch, this amounts to a seven-hour workday for the majority of employees, and a 42-hour workweek. The average workweek in most of the stores was formerly about 48 hours.

The practice of closing shop on Wednesday afternoons during the months from April through September, on which the Association also voted favorably, makes the workweek only 38 and one half hours long for the summer months, and results in an annual average workweek of slightly over 40 hours.

Thus the working hours of Raleigh retail employees are brought into line with working hours prevailing in most manufacturing industries. This was accomplished without any loss in the take-home pay of employees. Viewed in terms of hourly wage rates, it amounts to a substantial increase in average hourly earnings. The Merchants Association estimates

(Continued on page three)

One such program which we believe to be worthy of commendation and support is the effort of the Industrial Feeding Division of the U. S. Department of Agriculture's Production and Marketing Administration to encourage the establishment of cafeterias for the use of personnel in manufacturing plants.

A great many of our more progressive manufacturers anticipated this need long before the Industrial Feeding Program got under way, and established in-plant feeding services simply as a matter of increasing worker efficiency, conserving working time, and promoting employee welfare. To plants in which adequate provision is already made for feeding employees, the Industrial Feeding Division offers expert services in helping to plan menus and secure speedy operation.

At the outset of America's participation in the recent war, there were many manufacturing plants in which no facilities for feeding employees existed. Other plants maintained a "dope wagon" service which offered sandwiches, candy, milk, soft drinks and similar items, but which did not constitute an adequate or effective feeding facility. Still other establishments had no provision at all for in-plant feeding.

The Industrial Feeding Division was established during the early years of the war for the purpose of increasing worker efficiency and to cut down losses in working time which resulted, in many cases, from workers having to leave the plants and go considerable distances to eat meals at outside establishments. The program was developed by the Department of Agriculture in co-operation with such agencies as the War Labor Board and the War Production Board. The first plants in North Carolina to receive assistance from the Industrial Feeding Division in establishing plant cafeterias installed their facilities during the war. Since the end of the war, it has become apparent that such facilities can serve equally well in time of peace, so the program is being continued.

Mr. C. Hillman Moody, Assistant State Director of the Production and Marketing

(Continued on page three)



# NORTH CAROLINA Labor and Industry

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## BUILDING CONSTRUCTION GAINING IN STATE

### More Than Half of Total Expenditures Go for Nonresidential Buildings

The estimated cost of all building construction activities in the 26 largest North Carolina cities during March was \$8,396,299. In March 1945 the total spent was \$706,948.

New nonresidential building accounted for more than half of the March expenditures. A total of \$4,427,115 was spent for nonresidential buildings.

Residential buildings came second, with \$2,471,543 as the estimated cost of dwellings to house 588 families.

\$1,497,641 was spent for additions and repairs.

Charlotte led the 26 cities with an expenditure of \$1,311,707.

The nonresidential buildings, according to type, were as follows: Amusement and recreation places, 6; churches, 9; factories, bakeries, ice plants, laundries and other workshops, 94; commercial garages, 27; private garages, 57; gasoline and service stations, 27; institutional buildings, 2; office buildings, including banks, 17; public works and utilities, 1; educational buildings, 3; sheds, poultry houses, contractors' temporary offices, stables, barns, etc., 10; stores and other mercantile buildings, 193. All other nonresidential buildings, 7

## Women in Industry Show Slight Decline

The percentage of women wage earners in North Carolina manufacturing dropped fractionally during March.

Tabulations made by the Division of Statistics show that during March 95,503 women were included in a total of 235,216 workers employed by 1,276 manufacturing firms throughout the State. Female employees thus comprised 40.6 per cent of the total, a decrease of only one tenth of one per cent from the February figures.

Firms surveyed in the piedmont section reported employing 43.7 per cent women; in the coastal section, 26.2 per cent; in the mountain section, 34.6 per cent. Fractional declines were evident in the piedmont and mountain regions, but female employment in the coastal region increased seven tenths of one per cent.

Percentages of women workers in the various industry groups were as follows: Flat knit goods, 71.3; seamless hosiery, 68.9; stemmeries and redrying plants, 63.3; full-fashioned hosiery, 58.3; paper boxes, 50.2; rayon, 45.3; cotton goods, 43.5; tobacco products, 40.9; woolen mills, 39.3; dyeing and finishing, 34.8; food and kindred products, 31.7; furniture, bedsprings and mattresses, 15.6.

## Type of March Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |                    |
|---|---|--------------------|
|   | No.                                     | Cost               |
| <b>RESIDENTIAL BUILDINGS:</b>   |   |                    |
| One-family dwellings.....   | 518                                     | \$2,288,743        |
| Two-family dwellings.....   | 18                                      | 85,000             |
| Three- and four-family dwellings....  | 2                                       | 20,000             |
| Five or more family dwellings.....  | 6                                       | 62,800             |
| Tourist cabins.....   | 1                                       | 15,000             |
| <b>TOTAL.....</b>   | <b>545</b>                              | <b>\$2,471,543</b> |
| <b>NEW NONRESIDENTIAL BUILDINGS:</b>  |   |                    |
| Amusement and recreation places..   | 6                                       | \$ 29,130          |
| Churches.....   | 9                                       | 50,200             |
| Factories, bakeries, ice plants, laundries and other workshops....              | 94                                      | 1,369,950          |
| Garages, commercial.....  | 27                                      | 707,900            |
| Garages, private.....   | 57                                      | 30,550             |
| Gasoline and service stations.....  | 27                                      | 128,150            |
| Institutional buildings.....  | 2                                       | 187,000            |
| Office buildings, including banks.....  | 17                                      | 110,400            |
| Public works and utilities.....   | 1                                       | 150,000            |
| Educational buildings.....  | 3                                       | 135,000            |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 10                                      | 2,200              |
| Stores and other mercantile buildings.....                                      | 193                                     | 1,513,280          |
| All other nonresidential.....   | 7                                       | 13,355             |
| <b>TOTAL.....</b>   | <b>453</b>                              | <b>\$4,427,115</b> |
| <b>ADDITIONS, ALTERATION, AND REPAIRS:</b>                                      |   |                    |
| Housekeeping dwellings.....   | 315                                     | \$ 283,531         |
| Nonhousekeeping dwellings.....  | 43                                      | 195,138            |
| On nonresidential buildings.....  | 174                                     | 1,018,972          |
| <b>TOTAL.....</b>   | <b>532</b>                              | <b>\$1,497,641</b> |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MARCH 1945 AND MARCH 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST   |                    |                   |
|---|---------------------|--------------|-------------------|------------------|--------------------|-------------------|
|   | March 1945          | March 1946   | Percentage Change | March 1945       | March 1946         | Percentage Change |
| <b>TOTAL.....</b>                       | <b>557</b>          | <b>1,530</b> | <b>+174.7</b>     | <b>\$706,948</b> | <b>\$8,396,279</b> | <b>+1087.7</b>    |
| Residential buildings.....              | 50                  | 545          | +990.0            | 179,890          | 2,471,343          | +1273.9           |
| Nonresidential buildings.....           | 87                  | 453          | +420.7            | 268,350          | 4,427,115          | +1549.8           |
| Additions, alterations and repairs..... | 420                 | 532          | +26.7             | 258,708          | 1,497,641          | +478.9            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES FEBRUARY 1946 AND MARCH 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|--------------|-------------------|--------------------|--------------------|-------------------|
|   | Feb. 1946           | March 1946   | Percentage Change | Feb. 1946          | March 1946         | Percentage Change |
| <b>TOTAL.....</b>                       | <b>1,061</b>        | <b>1,530</b> | <b>+44.2</b>      | <b>\$3,288,806</b> | <b>\$8,396,299</b> | <b>+155.3</b>     |
| Residential buildings.....              | 399                 | 545          | +36.6             | 1,125,489          | 2,471,543          | +119.6            |
| Nonresidential buildings.....           | 248                 | 453          | +82.7             | 1,607,197          | 4,427,115          | +175.5            |
| Additions, alterations and repairs..... | 414                 | 532          | +28.5             | 556,120            | 1,497,641          | +169.3            |

## SUMMARY OF MARCH, 1946 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of March, 1945 Included for Comparison

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |                    | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |                    | ESTIMATED COST OF ALL CONSTRUCTION WORK |                    |
|---------------------|------------------|----------------------|---------------------------|--------------------|------------------------------|------------|------------------------------------|--------------------|---|--------------------|
|                     |                  |                      | ESTIMATED COST            |                    | No. FAMILIES                 |            |                                    |                    |   |                    |
|                     |                  |                      | March 1945                | March 1946         | March 1945                   | March 1946 | March 1945                         | March 1946         | March 1945                              | March 1946         |
| <b>TOTAL.....</b>   | <b>545</b>       | <b>\$2,373,743</b>   | <b>\$179,890</b>          | <b>\$2,471,543</b> | <b>51</b>                    | <b>588</b> | <b>\$268,350</b>                   | <b>\$4,427,115</b> | <b>\$706,948</b>                        | <b>\$8,396,299</b> |
| Asheville.....      | 14               | 55,750               |                           | 70,750             |                              | 13         | 2,400                              | 81,550             | 16,902                                  | 107,372            |
| Burlington.....     | 17               | 84,700               |                           | 84,700             |                              | 17         |                                    | 524,980            | 46,025                                  |                    |
| Charlotte.....      | 71               | 337,625              | 19,500                    | 347,125            | 5                            | 79         | 47,825                             | 857,605            | 27,920                                  | 106,977            |
| Concord.....        | 4                | 10,500               |                           | 10,500             |                              | 4          | 475                                | 88,500             | 1,650                                   | 34,850             |
| Durham.....         | 28               | 159,800              | 14,915                    | 159,800            | 3                            | 28         | 57,500                             | 254,450            | 9,450                                   | 128,590            |
| Elizabeth City..... | 4                | 16,000               | 7,000                     | 16,000             | 1                            | 7          | 13,750                             | 16,150             | 100                                     | 20,850             |
| Fayetteville.....   | 54               | 164,700              | 4,075                     | 184,500            | 5                            | 62         | 2,600                              | 44,300             | 4,475                                   | 24,108             |
| Gastonia.....       | 7                | 19,400               |                           | 19,400             |                              | 7          | 8,600                              | 24,150             | 2,400                                   | 11,000             |
| Goldensboro.....    | 16               | 48,300               | 3,500                     | 43,800             | 1                            | 16         | 2,785                              | 258,400            | 2,350                                   | 128,350            |
| Greensboro.....     | 40               | 181,298              | 21,100                    | 181,298            | 7                            | 43         | 2,100                              | 329,580            | 14,683                                  | 65,015             |
| Greenville.....     | 14               | 84,600               | 13,000                    | 84,600             | 2                            | 14         | 5,100                              | 57,000             | 1,100                                   | 350                |
| Hickory.....        | 6                | 15,600               |                           | 15,600             |                              | 6          | 14,600                             | 138,950            | 1,100                                   | 10,200             |
| High Point.....     | 23               | 85,400               | 8,600                     | 85,400             | 4                            | 23         | 1,015                              | 171,000            | 24,251                                  | 206,655            |
| Kinston.....        |                  |                      | 1,800                     |                    | 2                            |            | 2,100                              |                    |   | 3,900              |
| Lexington.....      | 21               | 57,000               | 2,000                     | 72,000             | 1                            | 22         | 350                                | 45,575             | 37,735                                  | 67,200             |
| New Bern.....       | 7                | 33,300               | 4,000                     | 33,300             | 3                            | 7          |                                    | 37,500             | 4,770                                   | 68,800             |
| Raleigh.....        | 67               | 317,020              |                           | 335,520            |                              | 78         | 57,250                             | 132,550            | 4,020                                   | 70,000             |
| Reidsville.....     | 10               | 34,600               |                           | 34,600             |                              | 10         |                                    | 13,200             | 150                                     | 4,150              |
| Rocky Mount.....    | 34               | 120,300              | 3,500                     | 140,300            | 1                            | 39         | 10,500                             | 91,550             | 1,150                                   | 112,425            |
| Salisbury.....      | 12               | 32,000               |                           | 32,000             |                              | 15         | 275                                | 231,475            | 2,092                                   | 34,710             |
| Shelby.....         | 9                | 25,500               |                           | 25,500             |                              | 10         |                                    | 95,600             | 3,500                                   | 45,700             |
| Statesville.....    | 34               | 133,000              | 6,250                     | 133,000            | 2                            | 34         | 16,400                             | 64,000             |   | 22,650             |
| Thomasville.....    | 10               | 23,750               |                           | 23,750             |                              | 11         | 1,400                              | 76,700             | 900                                     | 17,000             |
| Wilmington.....     | 6                | 25,000               | 2,700                     | 25,000             | 2                            | 6          | 20,100                             | 52,400             | 39,299                                  | 47,906             |
| Wilson.....         | 13               | 198,500              | 10,000                    | 198,500            | 2                            | 13         |                                    | 222,450            | 10,675                                  | 11,200             |
| Winston-Salem.....  | 23               | 114,600              | 54,950                    | 114,600            | 10                           | 24         | 1,225                              | 517,500            | 48,036                                  | 158,658            |



# Division of Standards and Inspections

## State Law Inspections

During the month of March 859 manufacturing, mercantile, service and mining establishments employing a total of 29,407 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations. The inspectors made numerous recommendations concerning safety and health and instructed many firms with regard to the record-keeping requirements of the law.

The inspectors revealed a total of 1,461 violations of the labor laws, rules and regulations. Immediate compliance was secured in 1,299 cases. Compliance with regard to the remaining violations was assured, but some of them required time for correction.

The violations found and compliances secured were as follows:

|                     | Violations | Compliances |
|---------------------|------------|-------------|
| Hour Law            | 72         | 53          |
| Child Labor         | 551        | 466         |
| Time Records        | 70         | 52          |
| Drinking Facilities | 22         | 13          |
| Sanitation          | 171        | 144         |
| Seats               | 5          | 4           |
| Safety Code         | 311        | 349         |
| Other               | 259        | 218         |

Ten complaints alleging violations of the State child labor and maximum hour laws were investigated by the Department's inspectors. Violations were substantiated in eight cases and immediate compliance was secured. In the other two cases, the inspectors were unable to substantiate the alleged violations.

One bowling alley was prosecuted for violation of the State child labor law. The defendant plead guilty and was fined \$50 and costs of court.

## Wage-Hour and Public Contract Inspections

A total of 82 inspections were completed in North Carolina during March under the Fair Labor Standards Act and the Public Contracts Act.

Back wages in the amount of \$13,077.14 were secured for 163 employees who previously had not been paid in accordance with minimum wage or overtime requirements of the acts. The back wages were paid by 28 establishments.

Of the 82 establishments inspected, 55 were found to be violating the minimum wage or overtime provisions of the wage and hour law.

Three safety and health inspections were made under provisions of the Public Contracts Act. One was in violation, two in compliance.

## MERCHANTS SHOW VISION

### IN REDUCING WORKWEEK

(Continued from page one)

that its action will affect approximately 80 per cent of all retail stores in the city.

Other cities might well follow the example set by the progressive merchants of Raleigh. Undesirably long working hours are on the way out. Given good will and positive action on the part of the leaders of commerce, results can be accomplished in short order which otherwise require long periods of unproductive partisan conflict for their realization.

## OVER \$20,800,000 SPENT BY CITIES FOR BUILDING IN 1945

### First Four Months of 1946 Expected to Exceed All of 1945

The amount of building construction which took place in the 26 largest cities of North Carolina during 1945 is beginning to look rather pale by comparison with present building activity.

During the entire year, for example, building expenditures in the cities aggregated \$20,832,352. This included building of all types—residential dwellings, non-residential buildings, and additions, alterations and repairs to both classes of buildings.

Building expenditures for the first three months of this year have already exceeded \$14,960,000. If the figure for April is still higher, as it is expected to be, the first four months of this year will be ahead of all of last year in building activity.

The total amounts spent for building construction by each of the 26 cities during 1945 is as follows:

|                |             |
|----------------|-------------|
| Asheboro       | \$1,318,192 |
| Burlington     | 654,545     |
| Charlotte      | 4,135,364   |
| Concord        | 199,537     |
| Durham         | 1,996,373   |
| Elizabeth City | 165,730     |
| Fayetteville   | 701,261     |
| Gastonia       | 330,835     |
| Goldsboro      | 440,585     |
| Greensboro     | 1,529,152   |
| Greenville     | 137,010     |
| Hickory        | 285,665     |
| High Point     | 825,341     |
| Kinston        | 346,200     |
| Lexington      | 639,335     |
| New Bern       | 220,459     |
| Raleigh        | 2,505,267   |
| Reidsville     | 160,410     |
| Rocky Mount    | 323,775     |
| Salisbury      | 325,585     |
| Shelby         | 300,800     |
| Statesville    | 473,393     |
| Thomasville    | 99,705      |
| Wilmington     | 964,383     |
| Wilson         | 261,150     |
| Winston-Salem  | 1,492,300   |

## INDUSTRIAL FEEDING PROGRAM PROMOTES EMPLOYEE WELFARE

(Continued from page one)

Administration in North Carolina, who has been responsible for developing the program in this State, reports that the Industrial Feeding Division has been in touch with a total of 92 plants in all sections of the State since the beginning of the program. Several of these plants have been given assistance in the planning and installation of cafeterias; others are being assisted in developing plans for future installations.

Here are the ways in which the Industrial Feeding Division—without charge to the manufacturer—assists in developing plant feeding facilities. When a manufacturer has been interested in developing a cafeteria in his plant, the Division sends trained representatives to determine the most efficient methods for operating a

## Study Shows Child Labor Trend During War Years

A study of employment certificates issued to minors during the first three months of each year from 1941 to 1946, inclusive, shows graphically the trend in child labor during the war years. This study has just been completed by the Division of Statistics.

During the first three months of 1941, a total of 3,317 certificates were issued to minors under 18 years of age permitting them to work either full time or part time.

In the corresponding period of 1942, just after we had entered the recent war, the number climbed to 3,956.

The greatest percentage of increase took place during the first three months of 1943, when our war production was getting into full swing and a labor shortage of considerable proportions began to develop.

By the winter of 1944, the number of certifications had climbed to 10,251 during the three-month period at the first of the year.

This figure moved to 11,728 during the first three months of 1945. Throughout last year the number of certifications remained high. In the month of June alone, there were more than 11,000 certifications. After the end of the war, the number began to drop sharply each month. A low point seems to have been struck in February this year, when only 1,628 permits were issued to minors. The general downward trend since the end of the war years is indicated, however, by comparison of the first three months of this year with the corresponding three-month period of 1945. A total of 6,120 minors were certified for work in the first three months of this year, compared with 11,728 in the corresponding period of 1945.

cafeteria in the particular establishment. Attention is paid to speedy operation—how to serve a maximum number of workers in a minimum amount of time between working shifts. Sanitation is another big factor. Plans for the most efficient type of plumbing and garbage disposal are developed. Where sufficient unused space is available in a desirable location in the plant, this space may be used for installation of a cafeteria. In other cases, construction of a new wing or extension may be necessary in order to provide adequate space. Where necessary, the Division will draw up and furnish blueprints for a cafeteria, providing for the most efficient employment of available space and proper placing of equipment. After the plans are completed and agreed upon and the cafeteria has been installed, the Division furnishes menus which will provide balanced diets for the people using the cafeteria. Another service of the Division is to furnish the cafeterias with lists of currently abundant and cheap foods in the local State area.

One object of the Division is to provide good food at as low a price as is consistent with efficient operation of the cafeteria. To achieve this end, the cafeterias are operated on a non-profit basis. When profits are made, it is considered most desirable to turn them back into the op-

(Continued on page four)



## Average Earnings Continue Rise in State

Average hourly earnings of 263,893 workers in 2,031 business establishments rose to 78 cents during March—an increase of 2.9 per cent.

The average weekly wage in March was \$30.73, an increase of 2.2 per cent over the February figure. The 2,031 firms covered in the survey reported a total weekly pay roll of \$8,109,686. The total number of workers employed by the industries increased by 1.1 per cent over the month, and the length of the average workweek decreased eight tenths of one per cent to 39.4 hours.

Average hourly earnings in manufacturing industries were 79 cents, an increase of 3.1 per cent. Hourly averages in non-manufacturing industries remained the same as during February at 66.5 cents.

Average hourly earnings in the manufacturing industry groups surveyed were as follows: Pulp and paper mills, \$1.02; printing and publishing, 98.6 cents; full-fashioned hosiery, 95.6; tobacco products, 87.8; rayon goods, 83.7; machinery, 83.6; iron and steel, 82.3; dyeing and finishing, 81.5; woolen mills, 81.4; cotton goods, 77.9; flat knit goods, 74.9; seamless hosiery, 72.4; furniture, bedsprings and mattresses, 69.6; brick, tile and terra cotta, 68; paper boxes, 66.5; food and kindred products, 64.6; lumber and planing mills, 61.6.

Nonmanufacturing industry groups: Wholesale, 93.6; public utilities, 85.4; mines and quarries, 67.2; retail, 60; laundries, 43; hotels, 36.1.

## INDUSTRIAL FEEDING PROGRAM PROMOTES EMPLOYEE WELFARE

(Continued from page three)

eration of the cafeteria, either in the form of increased service or lower food prices. In cases where the facility shows a loss, the Division assists in determining the cause of the loss and attempts to devise methods for keeping operations upon a strict cost basis, without either profit or loss.

In some plants, it has been found possible to cut initial expenses of installation sharply by having much of the equipment, such as chairs, tables and serving counters, constructed in the plant shop.

One good example of a cafeteria developed with the assistance of the Industrial Feeding Division is the facility now in operation at the A. M. Smyre Manufacturing Company at Ranlo, near Gastonia. The company installed a cafeteria during the summer of 1944.

In a letter to Miss Gladys Knight, Industrial Feeding Specialist of the U. S. Department of Agriculture's regional office in Atlanta, who assisted in developing the cafeteria, Mr. D. H. Cauble, Superintendent of the company, states that the company has been "highly pleased" with the results.

"Since installing our cafeteria, we believe it has cut down on the amount of absenteeism," wrote Mr. Cauble. "Our employees are getting the seven basic foods daily, as recommended by your Department, and we believe it has prevented sickness among our employees. There has

also been a noticeable improvement in the morale of our employees, and this has affected them on their job to the extent that our yarn production has increased considerably, and we believe that the cafeteria has helped materially to this end. It has been especially beneficial to the mothers who are working in our plants, as it has relieved them of preparing so many meals at home.

"The cafeteria has been self-supporting since the first cost. We try to run it on a break-even basis as near as possible, and if we make too much profit we turn same back into the cafeteria for the benefit of our employees.

"We appreciate the substantial help you have given us, not only during the installation of the cafeteria, but through the literature you have sent us at regular intervals since. The menus you have sent us from time to time have proved beneficial to us in preparing our daily menus."

The Department of Labor hopes that many manufacturing plants which at present have inadequate in-plant feeding facilities, or no facilities at all, will take advantage of the Industrial Feeding Division's assistance in developing cafeterias. That properly operated cafeterias result in increased working efficiency and heightened morale on the part of employees has been proven beyond any doubt. The governmental machinery for promoting such programs exists, and the advice and assistance available through the Industrial Feeding Division can save manufacturers a great deal of effort and expense in developing cafeterias.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

March 1946 Compared With February 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                               |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL   | 1,310        | 244,866        | + 1.0        | \$7,585,400        | + 3.3        | \$30.98           | + 2.3        | 39.2              | — 1.0        | 79.0              | + 3.1        |
| Brick, Tile, Terra Cotta                            | 14           | 747            | — 2.2        | 22,216             | + 7.0        | 29.74             | + 9.5        | 43.8              | + 7.9        | 68.0              | + 1.6        |
| Cotton Goods  | 304          | 109,365        | + 4.4        | 3,268,444          | + 8.5        | 29.89             | + 3.9        | 38.4              | — 1.5        | 77.9              | + 5.6        |
| Cottonseed Oil                                      | 13           | 586            | —11.5        | 16,770             | — 9.4        | 28.62             | + 2.4        | 47.5              | — 1.2        | 60.2              | + 3.6        |
| Dyeing and Finishing                                | 18           | 4,924          | — 1.1        | 153,580            | — 0.7        | 31.19             | + 0.4        | 38.3              | — 5.0        | 81.5              | + 5.8        |
| Fertilizer  | 42           | 2,418          | + 4.1        | 68,404             | +14.7        | 28.29             | +10.2        | 44.1              | + 6.0        | 64.2              | + 3.9        |
| Food and Kindred Products                           | 217          | 6,504          | + 0.9        | 181,937            | + 0.5        | 27.97             | — 0.4        | 43.3              | — 1.4        | 64.6              | + 0.9        |
| Furn., Bedsprings and Mattresses                    | 83           | 13,249         | — 0.1        | 366,249            | + 2.3        | 27.64             | + 2.4        | 39.7              | — 0.5        | 69.6              | + 3.0        |
| Hosiery, Full-fashion                               | 60           | 14,687         | + 1.8        | 535,537            | + 0.5        | 36.46             | — 1.2        | 38.1              | — 1.3        | 95.6              | no ch.       |
| Hosiery, Seamless                                   | 122          | 16,742         | + 1.2        | 440,500            | + 2.4        | 26.31             | + 1.2        | 36.4              | — 0.3        | 72.4              | + 1.8        |
| Iron and Steel Group                                | 25           | 1,318          | + 2.6        | 46,015             | + 1.3        | 34.91             | — 1.3        | 42.4              | — 2.1        | 82.3              | + 0.9        |
| Knit Goods, Flat                                    | 11           | 4,769          | + 2.8        | 135,543            | + 5.6        | 28.42             | + 2.7        | 38.0              | — 4.8        | 74.9              | + 8.1        |
| Lumber (including planing mills)                    | 61           | 4,459          | + 3.2        | 124,011            | + 9.3        | 27.81             | + 5.9        | 45.1              | + 5.6        | 61.6              | + 0.3        |
| Machinery Group                                     | 53           | 2,120          | ×            | 78,002             | + 1.9        | 36.79             | + 1.9        | 44.0              | — 0.9        | 83.6              | + 3.0        |
| Paper Boxes   | 18           | 1,063          | no ch.       | 29,369             | ×            | 27.63             | ×            | 41.6              | — 1.2        | 66.5              | + 1.4        |
| Pulp and Paper Mills                                | 6            | 4,346          | + 0.1        | 194,137            | + 2.6        | 44.67             | + 2.5        | 43.5              | + 2.1        | 102.7             | + 0.3        |
| Printing and Publishing                             | 65           | 1,699          | ×            | 66,070             | + 3.0        | 38.89             | + 3.1        | 39.4              | + 1.8        | 98.6              | + 1.1        |
| Rayon Goods   | 21           | 7,372          | — 0.7        | 255,557            | + 1.8        | 34.67             | + 2.6        | 41.4              | — 2.8        | 83.7              | + 5.5        |
| Redrying Plants                                     | 26           | 8,903          | —23.4        | 220,650            | —20.3        | 24.78             | + 4.0        | 38.9              | + 1.3        | 63.7              | + 2.6        |
| Tobacco Products                                    | 8            | 13,478         | + 1.0        | 488,875            | — 0.7        | 36.27             | — 1.6        | 41.3              | — 0.5        | 87.8              | — 1.1        |
| Woolen Mills  | 8            | 4,323          | + 1.8        | 150,537            | + 1.0        | 34.82             | — 0.8        | 42.8              | — 1.2        | 81.4              | + 0.4        |
| Other Industries                                    | 135          | 21,794         | — 2.2        | 742,997            | — 2.6        | 34.09             | — 0.4        | 38.9              | + 0.8        | 87.5              | — 1.2        |
| <b>Nonmanufacturing:</b>                            |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL   | 721          | 19,027         | + 3.0        | \$ 524,286         | + 3.7        | \$27.55           | + 0.7        | 41.4              | + 0.7        | 66.5              | no ch.       |
| Retail  | 426          | 8,139          | + 2.0        | 180,097            | + 1.7        | 22.13             | — 0.3        | 36.9              | — 0.3        | 60.0              | + 0.2        |
| Wholesale   | 166          | 2,411          | + 0.9        | 99,880             | + 1.3        | 41.43             | + 0.4        | 44.3              | — 0.4        | 93.6              | + 1.0        |
| Laundries, Dyeing and Cleaning                      | 49           | 2,244          | + 2.0        | 45,245             | + 1.9        | 20.16             | — 0.1        | 46.9              | no ch.       | 43.0              | — 0.2        |
| Mines and Quarries                                  | 24           | 756            | + 5.7        | 22,129             | +10.1        | 29.27             | + 4.1        | 43.5              | no ch.       | 67.2              | + 4.2        |
| Public Utilities                                    | 36           | 4,129          | + 4.6        | 154,705            | + 6.4        | 37.47             | + 1.7        | 43.9              | + 3.3        | 85.4              | — 1.6        |
| Hotels  | 20           | 1,348          | + 9.2        | 22,230             | +12.3        | 16.49             | + 2.8        | 45.7              | + 0.4        | 36.1              | + 2.3        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING</b> | <b>2,031</b> | <b>263,893</b> | <b>+ 1.1</b> | <b>\$8,109,686</b> | <b>+ 3.3</b> | <b>\$30.73</b>    | <b>+ 2.2</b> | <b>39.4</b>       | <b>— 0.8</b> | <b>78.0</b>       | <b>+ 2.9</b> |

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North Carolina

# Labor and Industry

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## YOUR NORTH CAROLINA DEPARTMENT OF LABOR

*As a feature of interest to those who are unfamiliar with the various labor and industrial services available through the Department of Labor, this bulletin will carry each month a brief description of one Division of the Department. The article below is the first in this series.*

\* \* \* \*

The North Carolina Department of Labor is responsible for the promotion of better and safer working conditions in the industries of the State; promotion of closer harmony between labor and management; enforcement of State labor legislation; and, by co-operative agreement, enforcement of certain Federal labor statutes.

The Commissioner of Labor, an elective official, has general supervision over all activities of the Department.

The Department is organized into the following operational divisions:

### DIVISION OF STANDARDS AND INSPECTIONS

The functions of this Division are to inspect periodically all places of business where workers are employed to secure safe and sanitary working conditions; to enforce the State maximum hour law, the child labor law, and the safety rules and regulations; to promote an expanding consciousness of, and adherence to, safe and healthy working conditions and practices in industry.

Another function of this Division is to inspect all boilers and elevators for safety. When all State requirements are complied with, certificates of operation are issued by the Department. Prior approval of plans for the installation, relocation, alteration, and repairing of elevators is required. All boilers brought into the State for operation must be of A.S.M.E. Code construction.

By co-operative agreement with the Wage and Hour and Public Contracts divisions of the U. S. Department of Labor, and the North Carolina Department of Labor, the Division of Standards and Inspections inspects all places of business covered by the Federal wage and hour law (Fair Labor Standards Act) and the Public Contracts Act, throughout the State. The Federal agency reimburses the State for all expenses incurred in the enforcement of these statutes. The wage and hour law requires payment of a minimum wage to covered employees, and provides for payment of one and one half times the regular rate at which they are employed for all hours worked over 40 in any workweek. The law applies to workers who are engaged in interstate commerce or in the production of goods for interstate commerce.

## Manpower Conservation Work To Be Continued in the State

### Industrial Safety Directors and Department Inspectors to Collaborate on Expanded Safety Program

### Apprenticeship Standards For Automotive Mechanics

Many young men have enrolled as automotive motor and body mechanics under apprentice training programs in North Carolina during the past year, according to C. L. Beddingfield, Director of the Division of Apprenticeship Training and Secretary of the State Apprenticeship Council.

Standards for such apprenticeship training, developed by the Council, are designed to "promote and safeguard the high standards of craftsmanship necessary to the proper repair and servicing of buses and automotive equipment."

Applicants for apprentice training under this program must be physically fit, at least 16 years old, and if under 18 years of age must secure employment certificates in conformity with the child labor law.

The agreement provides for specified rates of pay for the apprentice, with periodic raises as he gains in skill and experience. After putting in 8,000 hours of work, spread over a period of from three to four years, the apprentice will be issued a certificate of completion by the Council.

Apprentices should be given credit for previous training. High school education is regarded as desirable, but applicants with unusual mechanical aptitude who have not finished high school may be enrolled as apprentices.

The work day and work week of the apprentice are the same as for journeymen in the trade, unless he is under 18 years of age and subject to the child labor law.

The training program requires 144 hours per year of classroom instruction in subjects related to the apprenticeship program.

Determination of the number of apprentices to be employed in a shop is made on the basis of one apprentice to a shop, and one to each additional group of five journeymen employed.

The agreement is voluntary, and may be terminated at any time either by the apprentice or by the company.

A supervisor of apprentices in each shop must report periodically on the progress of each apprentice, and must emphasize the importance of safety.

Plans to continue on a State basis the industrial safety program carried on during the war by the National Committee for the Conservation of Manpower in War Industries were made at a recent meeting of safety directors and inspectors of the Department of Labor in Raleigh.

The plan developed calls for increased emphasis upon safety in the regular plant inspection work of the Department, and for presentation of safety awards to plants which effect a 40 per cent accident reduction in a six-month period.

Safety directors of more than a score of manufacturing plants attended the meeting and signified their willingness to participate in the program by giving special assistance to the Department inspectors in their local areas.

Principal speakers at the safety meeting included Lt. Gov. L. Y. Ballentine, who gave the welcoming address; Mr. Verne A. Zimmer, Director of the Division of Labor Standards of the U. S. Department of Labor; Mr. R. L. Gamble, South Carolina Commissioner of Labor; Mr. E. W. Ruggles, State College Extension Director, and Commissioner Forrest H. Shuford, of the North Carolina Department of Labor.

Lieutenant Governor Ballentine, extending to the safety meeting the "enthusiastic support" of himself and Governor Cherry, laid stress upon the need for increased safety-consciousness.

"As our ways of living become more congested and mechanized, safety-consciousness assumes an increasing importance," he said. "It is the responsibility of individuals, employers and employees alike, to prevent accidents in industry."

Mr. Zimmer told the delegates that since the end of the war and the termination of the activities of the National Committee for the Conservation of Manpower in War Industries, industrial accidents have increased to an alarming extent. This is true, he added, even though fewer people are now working in hazardous industries than during the war.

Mr. Zimmer directed the work of the National Committee during its wartime existence.

Mr. Ruggles said that 840 men were trained in North Carolina through 96-hour safety courses conducted by university extension services during the war. He pointed

(Continued on page three)



# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
Commissioner of Labor  
ALMON BARBOUR, Editor



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## Nonresidential Building Declines Sharply in April; Home Building Also Drops

Estimated building expenditures in 95 North Carolina cities and towns dropped from \$11,319,000 in March to \$4,409,000 in April.

The value of permits issued for nonresidential building during April was \$1,268,000, compared with \$7,189,000 in March.

Despite curtailment of nonresidential construction, fewer permits for home

building were issued during April than in March. The value of residential building permits dropped from \$4,129,000 in March to \$3,140,000 in April.

One of the principal reasons for the drop in construction activity was the government order curtailing nonresidential building. It also seems probable that the March total was unusually high because there were many people who anticipated the issuance of an order restricting building.

The residential building permits issued in April provided for construction of 667 new houses and apartment buildings to house 744 families, at an average estimated cost of \$4,423 per residential building. Those issued in March provided housing for 857 families.

Of the April total, \$938,000 went for construction of new nonresidential buildings. Additions, alterations and repairs to nonresidential buildings cost \$330,000. New residential buildings cost \$2,940,000; additions, alterations and repairs, \$200,000.

Nonresidential buildings for which permits were approved after the government restrictions were issued included: 96 stores, 46 private garages, 35 factories and workshops, 19 commercial garages, 13 office buildings, 5 service stations, 3 churches, 3 amusement places, 3 public utility buildings, and 30 other miscellaneous buildings.

## Type of April Building Construction in 26 Reporting Cities

| Type of Building   | Buildings for Which Permits Were Issued |             |
|--|---|-------------|
|  | No.                                     | Cost        |
| NEW HOUSEKEEPING BUILDINGS:  |   |             |
| One-family dwellings.....  | 423                                     | \$1,957,615 |
| Two-family dwellings.....  | 20                                      | 95,485      |
| Three- and four-family dwellings....                               | 1                                       | 14,000      |
| Five-or-more-family dwellings.....                                 | 3                                       | 105,500     |
| Other nonhousekeeping dwellings, having stores and shops therewith | 2                                       | 4,000       |
| TOTAL.....   | 449                                     | \$2,176,600 |
| NEW NONRESIDENTIAL BUILDINGS:                                      |   |             |
| Amusement and recreation places....                                | 2                                       | \$ 2,837    |
| Churches.....  | 3                                       | 5,800       |
| Factories, bakeries, ice plants, laundries and other workshops.... | 28                                      | 179,350     |
| Garages, commercial.....   | 10                                      | 30,050      |
| Garages, private.....  | 35                                      | 16,525      |
| Gasoline and service stations.....                                 | 4                                       | 19,650      |
| Office buildings, including hanks....                              | 8                                       | 21,250      |
| Educational buildings.....   | 5                                       | 1,930       |
| Stores and other mercantile bldgs.                                 | 47                                      | 149,600     |
| All other nonresidential.....                                      | 9                                       | 89,927      |
| TOTAL.....   | 151                                     | \$ 516,919  |
| ADDITIONS, ALTERATION, AND REPAIRS:                                |   |             |
| Housekeeping dwellings.....  | 225                                     | \$ 113,113  |
| Nonhousekeeping dwellings.....                                     | 2                                       | 13,000      |
| On nonresidential buildings.....                                   | 94                                      | 114,746     |
| TOTAL.....   | 321                                     | \$ 240,859  |

## Mexican Inspection Chief Visits North Carolina

Senor Guillermo Torres, Chief of the Section of Inspection, Education and Publicity for Industrial Safety of the Mexican Department of Labor, recently spent two weeks in North Carolina studying inspection methods and visiting textile and tobacco factories.

Senor Torres is spending six months in the United States studying industrial safety methods and administrative practices. His work in this country is being sponsored by the Division of Labor Standards of the U. S. Department of Labor and by the Inter-Departmental Committee on Scientific and Cultural Co-operation of the State Department.

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES APRIL 1945 AND APRIL 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |             |                   |
|---|---------------------|------------|-------------------|----------------|-------------|-------------------|
|   | April 1945          | April 1946 | Percentage Change | April 1945     | April 1946  | Percentage Change |
| TOTAL.....                              | 457                 | 921        | +101.5            | \$917,078      | \$2,934,378 | +220.0            |
| Residential buildings.....              | 41                  | 449        | +995.1            | 128,582        | 2,176,600   | +1592.8           |
| Nonresidential buildings.....           | 59                  | 151        | +155.9            | 441,911        | 516,919     | +17.0             |
| Additions, alterations and repairs..... | 357                 | 321        | -10.1             | 346,585        | 240,859     | -30.5             |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MARCH 1946 AND APRIL 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST |             |                   |
|---|---------------------|------------|-------------------|----------------|-------------|-------------------|
|   | March 1946          | April 1946 | Percentage Change | March 1946     | April 1946  | Percentage Change |
| TOTAL.....                              | 1,530               | 921        | -39.8             | \$8,896,299    | \$2,934,378 | -65.1             |
| Residential buildings.....              | 545                 | 449        | -17.6             | 2,471,543      | 2,176,600   | -11.9             |
| Nonresidential buildings.....           | 453                 | 151        | -66.7             | 4,427,115      | 516,919     | -88.3             |
| Additions, alterations and repairs..... | 532                 | 321        | -39.7             | 1,497,641      | 240,859     | -83.9             |

## SUMMARY OF APRIL 1946 BUILDING CONSTRUCTION WORK IN 26 PRINCIPAL CITIES OF NORTH CAROLINA Total of April 1945 Included for Comparison

| CITY                | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |             |              |            | NEW NONRESIDENTIAL BUILDINGS |            | ADDITIONS, ALTERATIONS AND REPAIRS |            | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-------------|--------------|------------|------------------------------|------------|------------------------------------|------------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |             | No. FAMILIES |            | April 1945                   | April 1946 | April 1945                         | April 1946 | April 1945                              | April 1946  |
|                     |                  |                      | April 1945                | April 1946  | April 1945   | April 1946 |                              |            |                                    |            |   |             |
| TOTAL.....          | 449              | \$2,053,100          | \$128,582                 | \$2,176,600 | 41           | 514        | \$441,911                    | \$516,919  | \$346,585                          | \$240,859  | \$917,078                               | \$2,934,378 |
| Asheville.....      | 8                | 31,000               |                           | 35,000      |              | 6          | 5,000                        | 7,400      | 13,705                             | 15,008     | 18,705                                  | 57,408      |
| Burlington.....     | 31               | 133,697              |                           | 133,697     |              | 35         | 68,150                       | 13,272     | 40                                 | 12,375     | 68,190                                  | 159,344     |
| Charlotte.....      | 69               | 384,400              | 11,700                    | 471,900     | 3            | 105        | 58,541                       | 34,730     | 57,975                             | 34,613     | 128,216                                 | 541,243     |
| Concord.....        | 10               | 36,800               |                           | 36,800      |              | 12         |                              | 29,625     | 3,900                              | 5,200      | 3,990                                   | 71,625      |
| Durham.....         | 36               | 207,675              | 17,915                    | 207,675     | 4            | 39         |                              | 4,150      | 27,750                             | 27,200     | 45,665                                  | 239,025     |
| Elizabeth City..... | 4                | 14,500               |                           | 14,500      |              | 4          | 3,600                        | 23,350     | 1,675                              |            | 5,275                                   | 37,850      |
| Fayetteville.....   | 33               | 91,000               | 9,867                     | 91,000      | 5            | 34         | 1,700                        | 10,750     | 12,935                             | 5,595      | 24,502                                  | 107,345     |
| Gastonia.....       | 14               | 59,000               | 3,700                     | 59,000      | 4            | 14         | 5,200                        | 7,000      |                                    | 900        | 8,900                                   | 66,900      |
| Goldsboro.....      | 5                | 14,000               | 8,000                     | 14,000      | 2            | 5          | 11,600                       | 9,850      | 2,800                              | 3,050      | 22,400                                  | 26,900      |
| Greensboro.....     | 27               | 127,900              | 15,600                    | 127,900     | 3            | 29         | 9,675                        | 54,650     | 103,495                            | 32,244     | 128,770                                 | 214,794     |
| Greenville.....     | 18               | 99,450               |                           | 99,450      |              | 18         |                              | 51,500     | 100                                | 600        | 100                                     | 151,050     |
| Hickory.....        | 13               | 43,000               |                           | 43,000      |              | 13         |                              | 6,800      | 6,050                              | 2,250      | 6,050                                   | 52,050      |
| High Point.....     | 13               | 57,100               | 400                       | 75,100      | 1            | 24         | 15,780                       | 47,950     | 20,028                             | 15,440     | 36,208                                  | 138,490     |
| Kinston.....        | 12               | 39,000               |                           | 39,000      |              | 12         | 1,700                        | 5,000      | 700                                | 1,000      | 2,400                                   | 45,000      |
| Lexington.....      | 6                | 17,350               | 6,000                     | 31,350      | 2            | 8          | 12,500                       | 1,400      | 3,000                              | 1,250      | 21,500                                  | 34,000      |
| New Bern.....       |                  |                      | 7,000                     |             | 3            |            |                              |            | 2,975                              | 3,000      | 9,975                                   | 3,000       |
| Raleigh.....        | 41               | 243,253              |                           | 243,253     |              | 44         | 225                          | 19,437     | 960                                | 5,270      | 1,185                                   | 267,960     |
| Reidsville.....     | 7                | 21,100               |                           | 21,100      |              | 7          |                              | 1,500      | 250                                | 775        | 250                                     | 23,375      |
| Rocky Mount.....    | 36               | 133,400              | 11,000                    | 133,400     | 6            | 38         | 3,000                        | 2,400      | 500                                | 8,050      | 14,500                                  | 143,850     |
| Salisbury.....      | 14               | 43,300               | 6,500                     | 43,300      | 2            | 15         | 4,000                        | 3,700      | 3,053                              | 13,715     | 13,553                                  | 60,715      |
| Shelby.....         | 13               | 47,000               | 13,000                    | 47,000      | 3            | 13         | 1,000                        | 61,250     | 500                                |            | 14,500                                  | 108,250     |
| Statesville.....    | 12               | 65,900               |                           | 65,900      |              | 12         | 18,000                       | 34,800     |                                    |            | 18,000                                  | 100,700     |
| Thomasville.....    | 1                | 2,500                |                           | 2,500       |              | 1          |                              | 24,100     | 2,575                              | 11,000     | 2,575                                   | 37,600      |
| Wilmington.....     |                  |                      | 5,500                     |             | 1            |            | 1,700                        |            | 59,753                             |            | 66,953                                  |             |
| Wilson.....         | 10               | 55,500               |                           | 55,500      |              | 10         | 550                          | 3,080      | 10,400                             | 10,400     | 7,650                                   | 68,980      |
| Winston-Salem.....  | 16               | 85,275               | 12,400                    | 85,275      | 2            | 16         | 219,990                      | 59,225     | 14,766                             | 31,924     | 247,156                                 | 176,424     |



## DIVISION OF STANDARDS AND INSPECTIONS

### State Law Inspections

Inspections were made in 739 manufacturing, mercantile, mining and service establishments employing 29,514 workers during April.

The inspections revealed 1,612 violations of the labor law and rules and regulations. Compliance was secured in 1,688 cases, some of which were carry-overs from March.

Violations and compliances were:

|                        | Violations | Compliances |
|------------------------|------------|-------------|
| Hour Law .....         | 89         | 68          |
| Child Labor .....      | 479        | 581         |
| Time Records .....     | 57         | 63          |
| Drinking Facilities .. | 32         | 24          |
| Sanitation .....       | 197        | 152         |
| Seats .....            | 0          | 5           |
| Safety Code .....      | 478        | 475         |
| Other .....            | 280        | 320         |

Six complaints alleging child labor, maximum hour, and safety and health violations were investigated. Violations found in four cases were corrected.

The owner of a bowling alley, pleading guilty on three counts to violating the child labor law, was ordered by a municipal court to pay fines and costs totaling \$186.45 and was given a 30-day jail sentence, suspended for three years. The defendant appealed to superior court, which upheld the lower court's decision and ordered the defendant to pay the fines and costs of court in both actions, totaling \$295.45. Prayer for judgment was continued for three years.

### Wage Hour and Public Contracts Inspections

A total of 82 inspections were made during April under the Fair Labor Standards Act, and three inspections were made under the Public Contracts Act.

Back wages amounting to \$24,870 were secured for 371 employees who previously had not been paid in accordance with minimum wage or overtime requirements.

Of the 82 establishments inspected under the wage-hour law, 34 were found to be violating the minimum wage or overtime provisions, or both. The inspections also disclosed that five establishments were violating the child labor provisions of the act.

### Commissioner to Talk On Factory Inspection

A talk on "Factory Inspection" will be made by Commissioner Shuford at the annual meeting in Chicago of the International Association of Governmental Labor Officials in June.

Questionnaires have been sent to all state labor departments in the United States to gather information on existing factory inspection laws, methods and facilities.

The Association's annual meeting is scheduled for June 24-26. Mr. Shuford is first vice-president.

### Manpower Conservation Work To Be Continued in the State

(Continued from page one)

ed out that many of the special agents working with the present organization received such training, as well as those who worked with the National Committee.

Mr. Shuford, outlining plans for joint operations between the safety inspectors and industrial safety directors, said that much could be accomplished in reducing the rising accident toll by strict compliance with safety recommendations made by the inspectors.

"The results of proper regard for safe working practices are increased production and lessened absenteeism," he said. "Many employers have installed full-time safety directors to help obtain these results."

Presentation of certificates of merit to plants effecting the 40 per cent accident reduction in a six-month period was recommended by the Awards Committee. Members selected for this committee were: Glen Penland, of Gastonia, chairman; J. D. Brown, Enka; J. H. Mayfield, Roanoke Rapids; George B. Cherry, Raleigh; and Willis Lowe, Shelby.

The Training Committee recommended expansion and continuation of the safety training courses, but urged that the length of time required to complete a course be reduced to 45 hours. Training Committee members are: W. G. Marks of Durham, chairman; F. M. Culvern, Charlotte; W. P. Vause, Charlotte; H. E. Newburg, Pisgah Forest; and R. A. Shaw, Biltmore.

The Special Industries Committee recommended that periodic inspections be made in industries which maintain a high accident rate to determine the causes of accidents and how they may be eliminated. Members of this committee are: C. J. Hyslop, of Elkin, chairman; Lewis P. Sorrell, Raleigh; and J. M. Vann, Badin.

Mr. W. B. Weaver, of the Marshall Field Company at Spray, was unable to attend the meeting because of illness in his family. Mr. Weaver was formerly State Chairman of the National Committee in North Carolina.

Safety directors attending the meeting included, besides the men previously listed as committee members, J. F. Moody, Raleigh; H. J. Teal, Raleigh; Thomas Furness, Canton, E. W. Crews, Morganton, B. C. Hall, Jr., Winston-Salem; F. F. Murphy, Hickory; Mrs. Margaret Hoffman, Greensboro; Wilford Jones, Winston-Salem; J. R. Williams, Thomasville; C. H. McAllister, Wilmington; and W. L. Loy, Laurinburg.

It is believed that this program should be as effective in peacetime as in wartime. Essentially, its objects will remain the same: reduction of accidents in industry and the consequent benefits in worker welfare and increased production through the useful employment of man-hours saved by such accident reduction.

Reconversion to peacetime is not proceeding as rapidly as most of us would like. A reduction in time lost from work because of industrial accidents is one important factor among several which will aid in speeding up production.

### Employment Permits for Minors Show Slight Decrease in April

Employment certificates issued to minors under 18 years of age decreased slightly in April as compared with March.

Superintendents of public welfare issued work permits to 2,238 minors during April. In March, the figure was 2,311.

Among the 1,677 minors 16 and 17 years of age who were certified for work during the month, 1,043 took manufacturing jobs. Nonmanufacturing jobs absorbed 603 others. The remaining 31 went to work in the construction industry.

Vacation or part-time work permits were issued to 545 minors 14 and 15 years of age. Sixteen boys aged 12 and 13 were certified for newspaper delivery work.

Of all the minors certified, 1,277 were boys and 961 were girls.

### Southern Bells Sets Safety Record for 1945

The Southern Bell Telephone and Telegraph Company has every reason to be proud of its safety record. During 1945 only 11 lost-time accidents were experienced, thereby leading all the Bell companies in the nation in accident prevention.

Considering the very hazardous type of work and the many man-hours of exposure, this is an enviable record. Congratulations are in order for the entire personnel and especially to Mr. F. M. Culvern, Safety Director of the company's Charlotte office.

"No job is so important and no service is so urgent that we cannot take time to perform our work safely." This is the safety slogan of the Bell Telephone System, and we heartily recommend it to everybody as food for thought.

### Meeting Postponed

Because of the recent tragic fire which devastated Chicago's La Salle Hotel, the annual meeting of the International Association of Governmental Labor Officials has been postponed from June until September.

Commissioner Shuford, first vice-president of the organization, announced that the meeting was to have been held in the La Salle Hotel. Accommodations for all the delegates in another hotel could not be secured until September.

### Gail Barker Appointed Associate Conciliator

Gail Barker of Raleigh has been appointed Associate Conciliator to work with Frank Crane in the Conciliation Service of the Department of Labor.

For the past several years Mr. Barker served as Regional Director of the Labor League for Human Rights. His principal activity was fund raising throughout Virginia and the Carolinas for the National War Fund and the Red Cross. Prior to that position, he was associated with the mechanical department of the Raleigh News and Observer for a period of 15 years.

Mr. Barker assumed his duties with the Conciliation Service on May 1.



# Hourly and Weekly Earnings Continue to Rise in the State

Average hourly earnings of 266,429 workers in 2,052 North Carolina industrial establishments rose to 78.8 cents during April, and the average weekly wage climbed to \$30.93.

At the same time, total employment in the plants surveyed fell off 0.6 per cent and the workweek averaged 39.2 hours in length, a decrease of 0.5 per cent. The weekly pay roll of the industries amounted to \$8,240,000.

The average worker in manufacturing industries put in 39.1 hours of work, for which he received \$31.12 in wages. The average nonmanufacturing employee worked 41.2 hours for \$28.49.

Because the length of the workweek varied from a low of 36.2 hours in seamless hosiery manufacture to a high of 46.7 hours in laundries, dyeing and cleaning establishments, there was some variation in the relative positions of the industries with reference to average hourly earnings and average weekly earnings.

Average hourly earnings in the industries were: Pulp and paper, \$1.07; printing and publishing, \$1.00; full-fashioned hosiery, 96.2 cents; wholesale stores, 95.7; public utilities, 92.9; machinery, 88.3; tobacco products, 87.5; rayon, 83.7; iron and steel, 83.5; dyeing and finishing, 82.7; wool, 81.4; cotton, 78.5; flat knit goods, 75.6; seamless hosiery, 72.9; furniture, 70.7; brick, tile and terra cotta, 70.7;

mines and quarries, 69; paper boxes, 66.3; food products, 65.2; fertilizer, 65.2; lumber and planing mills, 62.5; cottonseed oil, 60.6; retail stores, 60.1; laundries, dyeing and cleaning plants, 43.3; hotels, 38.6.

Average weekly earnings in the industries were: Pulp and paper, \$46.20; wholesale stores, \$41.72; public utilities, \$40.70; printing and publishing, \$40.33; machinery, \$39.16; full-fashioned hosiery, \$36.76; iron and steel, \$36.49; tobacco products, \$35.39; rayon, \$35.25; wool, \$33.93; dyeing and finishing, \$31.79; mines and quarries, \$31.01; cotton goods, \$30.12; brick, tile and terra cotta, \$29.99; food products, \$29.76; flat knit goods, \$28.69; furniture, \$28.03; fertilizers, \$27.98; cottonseed oil, \$27.79; lumber and planing, \$27.79; paper boxes, \$27.64; seamless hosiery, \$26.41; stemmeries and redrying plants, \$24.69; retail stores, \$22.01; laundries, dyeing and cleaning plants, \$20.25; hotels, \$17.96.

## Departmental Functions Described in Pamphlet

A brief pamphlet describing the duties of each division of the Department of Labor will be available soon.

Copies of the pamphlet will be sent free of charge to libraries, schools, study groups and any other individuals or organizations which desire the information.

## Employment of Women Continues Decline in Most Industries

Employment of women as wage earners in North Carolina showed pronounced or fractional declines in eight out of twelve manufacturing industry groups surveyed in April.

Only two industry groups—paper box manufacture, and stemmeries and redrying plants—showed increases in female employment during the month. In two other industries, full-fashioned hosiery and rayon mills, employment of women showed no change over the month.

Industries showing a decrease in female employment were: Flat knit goods, seamless hosiery, cotton textiles, tobacco products, woolen mills, dyeing and finishing, food and kindred products, and furniture.

The over-all decrease for the State was two tenths of one per cent during April. This decline still leaves 40.4 per cent of the jobs in the 12 industry groups occupied by women. The high point in employment of women was in April 1945, when 44.3 per cent of the jobs in the industries were held by women. Since that time, the trend has been slowly but steadily downward.

The survey for April covered 1,284 plants employing 239,016 workers, of whom 96,663 were women. Percentages of women employed by the industries in various sections of the State were: Coastal, 28.5; piedmont, 43.2; mountain, 35.

## EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

April 1946 Compared with March 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |          | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|----------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.   | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                               |              |                |              |                    |          |                   |              |                   |              |                   |              |
| TOTAL   | 1,305        | 246,823        | - 0.8        | \$7,682,398        | - 0.4    | \$31.12           | + 0.4        | 39.1              | - 0.3        | 79.6              | + 0.8        |
| Brick, Tile, Terra Cotta                            | 15           | 789            | + 0.1        | 23,663             | + 2.2    | 29.99             | + 2.1        | 42.4              | - 2.3        | 70.7              | + 4.4        |
| Cotton Goods  | 310          | 114,230        | - 0.1        | 3,440,284          | + 0.8    | 30.12             | + 0.9        | 38.4              | no ch.       | 78.5              | + 0.9        |
| Cottonseed Oil                                      | 13           | 548            | - 6.5        | 15,227             | - 9.2    | 27.79             | - 2.9        | 45.9              | - 3.4        | 60.6              | + 0.7        |
| Dyeing and Finishing                                | 18           | 4,855          | - 1.4        | 154,349            | + 0.5    | 31.79             | + 1.9        | 38.4              | + 0.3        | 82.7              | + 1.5        |
| Fertilizer  | 42           | 2,192          | - 9.3        | 61,334             | -10.3    | 27.98             | - 1.1        | 42.9              | - 2.7        | 65.2              | + 1.6        |
| Food and Kindred Products                           | 212          | 6,403          | - 1.5        | 183,598            | + 0.5    | 28.67             | + 2.0        | 44.0              | + 1.1        | 65.2              | + 0.9        |
| Furn., Bedsprings and Mattresses                    | 80           | 12,416         | - 1.2        | 348,050            | - 0.2    | 28.03             | + 0.9        | 39.6              | - 0.3        | 70.7              | + 1.1        |
| Hosiery, Full-fashion                               | 59           | 14,720         | + 1.2        | 541,092            | + 2.0    | 36.76             | + 0.8        | 38.2              | no ch.       | 96.2              | + 0.6        |
| Hosiery, Seamless                                   | 122          | 16,920         | - 0.4        | 446,884            | + 0.5    | 26.41             | + 0.9        | 36.2              | no ch.       | 72.9              | + 0.8        |
| Iron and Steel Group                                | 22           | 1,323          | + 3.3        | 48,275             | + 7.7    | 36.49             | + 4.3        | 43.7              | + 2.6        | 83.5              | + 1.6        |
| Knit Goods, Flat                                    | 9            | 4,454          | + 0.4        | 127,764            | - 0.9    | 28.69             | - 1.3        | 38.0              | - 0.8        | 75.6              | - 0.5        |
| Lumber (including planing mills)                    | 62           | 4,582          | + 2.6        | 127,352            | + 2.6    | 27.79             | + 0.1        | 44.4              | - 1.3        | 62.5              | + 1.3        |
| Machinery Group                                     | 57           | 2,352          | + 0.5        | 92,105             | + 3.2    | 39.16             | + 2.7        | 44.4              | + 0.9        | 88.3              | + 1.8        |
| Paper Boxes   | 18           | 1,030          | - 3.1        | 28,472             | - 3.1    | 27.64             | ×            | 41.7              | + 0.2        | 66.3              | - 0.3        |
| Pulp and Paper Mills                                | 6            | 4,500          | + 3.5        | 207,914            | + 7.1    | 46.20             | + 3.4        | 43.0              | - 1.1        | 107.5             | + 4.7        |
| Printing and Publishing                             | 65           | 1,734          | + 1.9        | 69,930             | + 5.5    | 40.33             | + 3.6        | 40.1              | + 1.8        | 100.5             | + 1.7        |
| Rayon Goods   | 21           | 7,338          | - 1.5        | 258,689            | + 0.4    | 35.25             | + 1.9        | 42.1              | + 1.7        | 83.7              | + 0.1        |
| Stemmeries and Redrying Plants                      | 25           | 7,969          | - 9.7        | 196,719            | -10.1    | 24.69             | - 0.5        | 36.9              | - 5.1        | 67.0              | + 5.2        |
| Tobacco Products                                    | 8            | 13,445         | - 0.2        | 478,525            | - 2.1    | 35.59             | - 1.9        | 40.7              | - 1.5        | 87.5              | - 0.3        |
| Woolen Mills  | 8            | 4,421          | + 2.3        | 149,991            | - 0.4    | 33.93             | - 2.6        | 41.7              | - 2.6        | 81.4              | no ch.       |
| Other Industries                                    | 133          | 20,602         | - 4.5        | 682,181            | - 7.9    | 33.11             | - 3.5        | 39.1              | - 0.5        | 84.8              | - 2.9        |
| <b>Nonmanufacturing:</b>                            |              |                |              |                    |          |                   |              |                   |              |                   |              |
| TOTAL   | 747          | 19,606         | + 2.7        | \$ 558,538         | + 6.4    | \$28.49           | + 3.7        | 41.2              | + 0.2        | 69.2              | + 3.9        |
| Retail  | 443          | 8,615          | + 2.5        | 189,582            | + 3.4    | 22.01             | + 0.9        | 36.6              | no ch.       | 60.1              | + 1.0        |
| Wholesale   | 172          | 2,430          | - 0.3        | 101,369            | ×        | 41.72             | + 0.3        | 43.6              | - 2.0        | 95.7              | + 2.5        |
| Laundries, Dyeing and Cleaning                      | 54           | 2,369          | + 0.3        | 47,963             | + 1.4    | 20.25             | + 1.1        | 46.7              | - 0.4        | 43.3              | ×            |
| Mines and Quarries                                  | 23           | 717            | + 3.8        | 22,235             | +12.5    | 31.01             | + 8.4        | 45.0              | + 3.4        | 69.0              | + 4.9        |
| Public Utilities                                    | 36           | 4,356          | + 5.5        | 177,297            | +14.6    | 40.70             | + 8.6        | 43.8              | - 0.2        | 92.9              | + 8.8        |
| Hotels  | 19           | 1,119          | + 4.1        | 20,692             | + 8.9    | 17.96             | + 4.7        | 46.5              | no ch.       | 38.6              | + 4.6        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING</b> | <b>2,052</b> | <b>266,429</b> | <b>- 0.6</b> | <b>\$8,240,936</b> | <b>×</b> | <b>\$30.93</b>    | <b>+ 0.6</b> | <b>39.2</b>       | <b>- 0.5</b> | <b>78.8</b>       | <b>+ 0.9</b> |

× Less than .1%.



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# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XIII

RALEIGH, NORTH CAROLINA, JULY, 1946

No. 7

## Employment of Women in Manufacturing Industries Continues Fractional Drop

Employment of women as wage earners in North Carolina manufacturing industries declined from the high point of 44.3 per cent, which was reached in April 1945, to 40.3 per cent during May 1946.

The May survey covered 1,296 establishments in all sections of the State. These factories employed 238,400 workers of both sexes. A total of 96,012 were women—40.3 per cent of all factory workers.

The May figure represents an overall decline of only 0.1 per cent from the April 1946 figure of 40.4 per cent.

Employment of women was most widespread in the piedmont and mountain sections of the State. In 907 piedmont mills employing 181,230 workers, 77,801—or 42.9 per cent—were women. In the mountain area, 157 mills employed 29,070 workers, of whom 9,891 were women—34 per cent of the total. In 232 mills of the coastal plain area employing 28,100 workers, 8,320—or only 29.6 per cent—were women.

Percentages of women in various industry groups, on a Statewide basis, were as follows: Cotton textiles, 42.6; dyeing and finishing, 43.4; food and kindred products, 23.2; furniture, bedsprings and mattresses, 15; full-fashioned hosiery, 58.4; seamless hosiery, 68.5; flat knit goods, 70.3; paper boxes, 51.7; rayon goods, 44.8; stemmeries and redrying plants, 56; tobacco products, 40.1; woolen mills, 38.5. Smaller percentages of women were employed in many other manufacturing industry groups.

## Nation-Wide Survey Shows Factory Inspection Setup In 34 States

A survey of factory inspection laws, methods and facilities prevailing in the various states was made recently by the Department of Labor.

Replies have been received from 34 states to date. The replies showed numerous differences in the methods and facilities provided in the states for factory inspection work.

Here are a few highlights in the replies received:

All 34 of the states which replied have laws providing that it is the employer's obligation to furnish safe and healthy working conditions in the place of work.

Thirty-three states have empowered the state labor agency to promulgate and administer industrial safety and health regulations.

Twenty-six of the states have utilized

## Government Subsistence Allowances To Veterans Are Not "Wages"

### YOUR NORTH CAROLINA DEPARTMENT OF LABOR

*As a feature of interest to those who are unfamiliar with the various labor and industrial services available through the Department of Labor, this bulletin is carrying each month a brief description of one division of the Department. The article below is the second in this series.*

\* \* \* \*

### Division of Conciliation

The Division of Conciliation assists labor and management in adjusting their differences and endeavors to promote better understanding between these groups. When a strike or lockout is threatened, the division attempts, through methods of conciliation and mediation, to prevent the occurrence of a work stoppage.

When a situation arises in which the disputing parties are unable to reach agreement through conciliation, mediation and the normal processes of collective bargaining, the dispute may be settled by agreement of both parties to submit the issue to an arbitration panel, or to a single arbitrator, for hearing and decision. A list of public-spirited citizens who serve as arbitrators is maintained by the Commissioner of Labor, and disputes certified for arbitration may be settled by these arbitrators under the provisions of the Voluntary Arbitration Act, which was enacted by the General Assembly of 1945.

### Minimum Wage-Hour Standards Must Be Met

Government subsistence allowances received by veterans under the G. I. Bill of Rights, or for service-connected disabilities, are not considered "wages" under the Federal wage and hour law and do not relieve employers of such veterans from compliance with the minimum wage and overtime provisions of the wage-hour law, Commissioner Shuford pointed out recently.

"Wages paid by employers of veterans—whether or not the veterans have service-connected disabilities—must meet at least the minimum standards of the wage-hour law without in any way taking into consideration government subsistence allowances," Mr. Shuford declared.

The standards which must be met are: a minimum wage of at least 40 cents an hour, and time and one half the regular rate of pay for all hours over 40 worked in any workweek. These standards apply to employers who are engaged in interstate commerce, or in the production of goods for interstate commerce.

"An erroneous impression exists among some employers that government subsistence allowances paid to non-disabled veterans under the G. I. Bill, and to service-connected disabled veterans under Public Law 16, may be considered wages paid to such employees for purposes of the Fair Labor Standards Act, and that employers are required only to make up the difference between such allowances and the minimum wage and overtime compensation required by this act," the Commissioner said.

"This supposition is entirely without basis in fact; employers of veterans must meet the minimum requirements of the act without in any manner including subsistence allowances granted the veterans by the government.

"In the very few cases where subminimum wage rates may be necessary for the employment of veterans in State-certified training establishments under the provisions of the G. I. Bill as apprentices, learners or student-learners, the usual procedure of certification under the wage-hour regulations must be followed.

"With respect to veterans with service-connected disabilities who are receiving vocational rehabilitation training under Public Law 16, however, authorization for employment of such veterans at subminimum wage rates and procedure for their certification is being conducted under an agreement between the Wage-Hour Ad-

(Continued on page three)

(Continued on page three)



# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
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## Industrial Employment Regains V-E Day Level

One year after V-E Day, employment in nonagricultural establishments had regained the levels prevailing at the end of the European War, according to a report received from the Bureau of Labor Statistics of the U. S. Department of Labor.

The bureau reports that significant gains in construction, trade, finance and service employment have taken place, coupled with lesser gains in transportation and mining. These gains tended to offset to a considerable extent the declines of more than two million in manufacturing

and almost a half million in government over the year.

Total nonagricultural employment increased by more than a half million between April and May, reflecting in part the resumption of bituminous coal mining and the settlement of other labor-management disputes. Additional gains in construction, however, accounted for almost half of the April-May rise. Unemployment remained practically unchanged at 2.3 million, after the sharp March-April decline, according to the Bureau of the Census.

## "Your N. C. Department of Labor" Pamphlet Available

A brief four-page pamphlet entitled, "Your North Carolina Department of Labor" is now available for free distribution.

The pamphlet describes the principal duties and functions of each division of the Department of Labor. Copies will be mailed free to schools, libraries, study groups and other organizations or individuals which desire the information.

Discussing the type of milk which should be supplied to school children, the chairman of the town's health committee said:

"What this town needs is a supply of clean, fresh milk, and we should take the bull by the horns and demand it."

## Type of May Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |             |
|---|---|-------------|
|   | No.                                     | Cost        |
| NEW HOUSEKEEPING BUILDINGS:   |   |             |
| One-family dwellings.....   | 555                                     | \$1,736,415 |
| Two-family dwellings.....   | 24                                      | 164,000     |
| Three- and four-family dwellings.....   | 1                                       | 24,000      |
| Five-or-more-family dwellings.....  | 2                                       | 47,500      |
| Other nonhousekeeping dwellings, having stores and shops therewith.....         | 4                                       | 3,000       |
| TOTAL.....  | 586                                     | \$1,974,915 |
| NEW NONRESIDENTIAL BUILDINGS:   |   |             |
| Churches.....   | 6                                       | \$ 13,300   |
| Factories, bakeries, ice plants, laundries and other workshops.....             | 25                                      | 340,600     |
| Garages, commercial.....  | 8                                       | 47,300      |
| Garages, private.....   | 40                                      | 22,835      |
| Gasoline and service stations.....  | 2                                       | 3,000       |
| Institutional buildings.....  | 1                                       | 16,000      |
| Public works and utilities.....   | 1                                       | 76,000      |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 11                                      | 2,350       |
| Stores and other mercantile bldgs.....  | 68                                      | 535,823     |
| All other nonresidential.....   | 5                                       | 995         |
| TOTAL.....  | 168                                     | \$1,058,203 |
| ADDITIONS, ALTERATION, AND REPAIRS:   |   |             |
| Housekeeping dwellings.....   | 260                                     | \$ 131,201  |
| Nonhousekeeping dwellings.....  | 3                                       | 6,125       |
| On nonresidential buildings.....  | 93                                      | 106,877     |
| TOTAL.....  | 356                                     | \$ 244,203  |

## Cost of Living Rises 50 to 60 Per Cent Since War Outbreak

The majority of items which figure in the family budget have increased in cost more than 50 per cent since the day the war started in Europe, according to a recent report from the Bureau of Labor Statistics of the U. S. Department of Labor.

The figures of the Bureau of Labor Statistics are generally considered to be conservative. Some labor economists declare that living costs have risen over 60 per cent.

The bureau reported that: "Food, clothing and house furnishing costs, which represent 57 per cent of the budget for wage earners and moderate income workers in large cities, are now a little over 50 per cent higher than in August 1939."

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MAY 1945 AND MAY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |          |                   | ESTIMATED COST |             |                   |
|---|---------------------|----------|-------------------|----------------|-------------|-------------------|
|   | May 1945            | May 1946 | Percentage Change | May 1945       | May 1946    | Percentage Change |
| TOTAL.....                              | 576                 | 1,110    | + 92.7            | \$824,706      | \$3,277,321 | +297.4            |
| Residential buildings.....              | 79                  | 586      | +641.8            | 258,325        | 1,974,915   | +664.5            |
| Nonresidential buildings.....           | 77                  | 168      | +118.2            | 180,315        | 1,058,203   | +486.5            |
| Additions, alterations and repairs..... | 420                 | 356      | - 15.2            | 386,066        | 244,203     | - 36.7            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES APRIL 1946 AND MAY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |          |                   | ESTIMATED COST |             |                   |
|---|---------------------|----------|-------------------|----------------|-------------|-------------------|
|   | April 1946          | May 1946 | Percentage Change | April 1946     | May 1946    | Percentage Change |
| TOTAL.....                              | 921                 | 1,110    | +20.5             | \$2,934,378    | \$3,277,321 | + 11.7            |
| Residential buildings.....              | 449                 | 586      | +30.5             | 2,176,600      | 1,974,915   | - 9.3             |
| Nonresidential buildings.....           | 151                 | 168      | +11.3             | 516,919        | 1,058,203   | +104.7            |
| Additions, alterations and repairs..... | 321                 | 356      | +10.9             | 240,859        | 244,203     | + 1.4             |

## SUMMARY OF MAY 1946 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of May 1945 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |             |              |          | NEW NONRESIDENTIAL BUILDINGS |             | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-------------|--------------|----------|------------------------------|-------------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |             | No. FAMILIES |          | May 1945                     | May 1946    | May 1945                           | May 1946  | May 1945                                | May 1946    |
|                     |                  |                      | May 1945                  | May 1946    | May 1945     | May 1946 |                              |             |                                    |           |   |             |
| TOTAL.....          | 586              | \$1,971,915          | \$258,325                 | \$1,974,915 | 88           | 621      | \$180,315                    | \$1,058,203 | \$386,066                          | \$244,203 | \$824,706                               | \$3,277,321 |
| Asheville.....      | 14               | 50,950               | 6,900                     | 50,950      | 2            | 14       | 7,275                        | 24,525      | 17,580                             | 36,135    | 31,755                                  | 111,610     |
| Burlington.....     | 9                | 36,750               | 1,800                     | 36,750      | 1            | 10       | .....                        | 259,295     | .....                              | 15,170    | 1,800                                   | 311,215     |
| Charlotte.....      | 161              | 267,500              | 39,600                    | 276,500     | 11           | 175      | 8,530                        | 314,645     | 40,740                             | 26,805    | 88,870                                  | 617,950     |
| Concord.....        | 9                | 32,250               | .....                     | 32,250      | .....        | 9        | 250                          | 29,100      | 2,000                              | .....     | 2,250                                   | 61,350      |
| Durham.....         | 29               | 191,500              | 25,350                    | 191,500     | 4            | 37       | 40,345                       | 17,550      | 42,885                             | 12,450    | 108,580                                 | 221,500     |
| Elizabeth City..... | 3                | 9,200                | 7,425                     | 9,200       | 5            | 3        | 500                          | .....       | 125                                | .....     | 8,050                                   | 9,200       |
| Fayetteville.....   | 24               | 40,100               | 2,600                     | 40,100      | 4            | 24       | 4,500                        | 3,200       | 6,525                              | 5,200     | 13,625                                  | 48,500      |
| Gastonia.....       | 12               | 42,400               | 14,700                    | 42,400      | 6            | 12       | 14,000                       | 15,300      | 2,500                              | .....     | 31,200                                  | 57,700      |
| Goldsboro.....      | 4                | 21,000               | 7,750                     | 21,000      | 2            | 4        | .....                        | 17,350      | 11,750                             | 14,100    | 19,500                                  | 52,450      |
| Greensboro.....     | 44               | 192,300              | 28,750                    | 192,300     | 6            | 44       | 190                          | 8,078       | 24,470                             | 17,930    | 53,410                                  | 218,308     |
| Greenville.....     | 7                | 39,000               | 8,150                     | 39,000      | 2            | 7        | .....                        | 57,000      | 1,060                              | 1,625     | 9,210                                   | 97,625      |
| Hickory.....        | 5                | 14,000               | .....                     | 14,000      | .....        | 5        | 9,800                        | 84,550      | 17,250                             | .....     | 27,050                                  | 98,550      |
| High Point.....     | 13               | 65,725               | 800                       | 65,725      | 1            | 13       | 5,000                        | 16,800      | 36,261                             | 11,887    | 42,061                                  | 94,412      |
| Kinston.....        | 6                | 19,800               | 13,000                    | 19,800      | 7            | 6        | 4,500                        | 10,100      | .....                              | 500       | 17,500                                  | 30,400      |
| Lexington.....      | 25               | 120,000              | 10,000                    | 120,000     | 4            | 27       | 7,000                        | 20,300      | 1,265                              | 4,065     | 18,265                                  | 144,365     |
| New Bern.....       | 6                | 10,750               | 12,600                    | 12,250      | 5            | 5        | 12,000                       | 25,000      | 48,990                             | 2,850     | 73,590                                  | 40,100      |
| Raleigh.....        | 32               | 192,740              | .....                     | 192,740     | .....        | 35       | 12,350                       | 13,350      | 52,150                             | 200       | 64,500                                  | 206,290     |
| Reidsville.....     | 83               | 222,400              | .....                     | 222,400     | .....        | 88       | .....                        | 1,750       | 700                                | 650       | 700                                     | 224,800     |
| Rocky Mount.....    | 14               | 54,500               | 4,000                     | 54,500      | 1            | 14       | 200                          | 9,000       | 8,250                              | 2,200     | 12,450                                  | 65,700      |
| Salisbury.....      | 8                | 22,850               | 13,700                    | 22,850      | 4            | 12       | .....                        | 41,060      | 1,900                              | 12,700    | 15,600                                  | 76,610      |
| Shelby.....         | 10               | 35,850               | 3,500                     | 35,850      | 2            | 12       | 200                          | .....       | 1,300                              | .....     | 5,000                                   | 35,850      |
| Statesville.....    | 17               | 84,300               | 5,500                     | 84,300      | 2            | 17       | 17,750                       | 9,275       | .....                              | .....     | 23,250                                  | 93,575      |
| Thomasville.....    | 3                | 3,800                | .....                     | 3,800       | .....        | 3        | .....                        | 200         | 200                                | 800       | 200                                     | 4,800       |
| Wilmington.....     | 2                | 13,000               | .....                     | 13,000      | .....        | 2        | 6,700                        | 2,000       | 36,660                             | 31,834    | 43,360                                  | 46,834      |
| Wilson.....         | 8                | 38,900               | 11,000                    | 38,900      | 6            | 8        | 2,250                        | 57,300      | 12,000                             | 6,825     | 25,250                                  | 103,025     |
| Winston-Salem.....  | 38               | 141,350              | 41,200                    | 142,850     | 13           | 35       | 26,975                       | 21,475      | 19,505                             | 40,277    | 87,680                                  | 204,602     |



## DIVISION OF STANDARDS AND INSPECTIONS

### State Law Inspections

During the month of May 965 manufacturing, mercantile, service, and mining establishments employing a total of 36,285 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,406 violations of the labor laws, and rules and regulations concerning safety, health and keeping of records. A total of 1,642 compliances correcting violations were reported. The difference between the number of violations found and compliances secured during the month was due to completion of compliance with recommendations or orders made by the inspectors during previous months.

The violations and compliances were as follows:

|                           | Violations | Compliances |
|---------------------------|------------|-------------|
| Hour Law .....            | 80         | 93          |
| Child Labor .....         | 565        | 543         |
| Time Records .....        | 63         | 55          |
| Drinking Facilities ..... | 26         | 30          |
| Sanitation .....          | 159        | 164         |
| Seats .....               | 3          | 5           |
| Safety Code .....         | 250        | 423         |
| Other .....               | 260        | 329         |

Four complaints alleging violations of the child labor and maximum hour laws were investigated by the Department's inspectors during May. Violations were substantiated in three of these cases, and immediate compliance with the law was secured. In the other case the inspector was unable to substantiate the alleged violations. One complaint alleging violations of State safety and health regulations was investigated and violations were substantiated. Recommendations necessary to correct the violations were made.

### Wage-Hour and Public Contracts Inspections

Ninety establishments were inspected during May under the provisions of the Fair Labor Standards Act and the Public Contracts Act.

Twelve of the establishments were violating the minimum wage, overtime and record-keeping provisions of the wage-hour law.

Thirty-one establishments were violating the overtime and record-keeping provisions.

Thirty-three establishments were violating only the record-keeping provisions.

Twelve establishments were in full compliance with the law.

Two establishments were found to be not covered by the law.

Twenty-two thousand five hundred and eighty-seven dollars in back wages were paid to 437 employees of 54 firms during May.

### Govt. Subsistence Allowances To Veterans Are Not "Wages"

(Continued from page one)

ministration and the Veterans Administration. Public Law 16 places sole responsibility for the veterans' rehabilitation program on the Veterans Administration, which must approve training programs and establishments of employment."

## May Building Construction Shows Increase Over April

### Child Employment Increases in May

Employment certificates were issued to 3,259 minors under 18 years of age by welfare superintendents throughout the State during May.

The May total shows an increase of more than 1,000 over the 2,238 permits issued in April. Although issuance of many vacation and part-time work permits at the beginning of the summer months accounts for part of the increase, the number of regular and reissued certificates also went up during May.

Of the 3,259 minors certified, 1,965 were boys and 1,294 were girls. Among the minors 16 and 17 years of age, 1,803 received certificates permitting them to work in manufacturing industries; 732 went to work in nonmanufacturing industries; and 63 took construction jobs.

Certificates were issued to 628 minors 14 and 15 years of age, of whom 360 were boys and 268 were girls.

Permits to work in newspaper delivery service were issued to 33 boys 12 and 13 years of age.

Of the total number of certificates issued to minors in all age groups, 1,551 were "first regular" permits; 466 were "reissued regular," and 1,242 were vacation and part-time permits.

A total of 11,617 work permits have been issued to minors in North Carolina since the first of the year, compared with 20,314 for the first five months of 1945.

### Nation-wide Survey Shows Factory Inspection Setup In Thirty-four States

(Continued from page 1)

Three states reported no inspectors.

Twenty-six states report that inspections are made at least once a year, and 22 of these report that many establishments are inspected more often than annually. Five states replied that inspections were made less often than once a year.

In 12 states, factory inspectors are employed through a state civil service system only. In two states, the merit system only is used for this purpose. Four states use both merit ratings and a civil service system. Sixteen of the states use neither.

Twenty-one states report that they have a state retirement system applicable to inspectors.

The factory inspectors are "assured of tenure of office" in 15 states, chiefly those states in which the inspectors are employed under a civil service system.

In states which do not have a civil service system, the factory inspector is reported to be employed by the state labor agency for an average of approximately six years.

Salaries of factory inspectors are fixed by statute in six of the 34 states, with no provision for increases. The remaining 28 states reported widely varying salary scales, but the average minimum salary for a factory inspector was \$185 per month, and the average maximum salary was \$235 per month.

Fourteen of the states—principally those with civil service systems—reported that provision is made for regular increases in inspectors' salaries.

Thirty-two states reported that the ap-

(Continued on page four)

Estimated building expenditures in 91 North Carolina cities and towns increased from \$1,409,000 in April to \$1,554,000 in May.

Reports from municipal building inspectors, compiled by the Division of Statistics, show a decline in residential building during May and an increase in non-residential building.

Permits issued for residential building were valued at \$2,847,000, as compared with \$3,140,000 in April.

Nonresidential building increased from \$1,268,000 in April to \$1,707,000 in May. The reason for this increase is that permits were issued for eight large buildings costing \$653,000—or 43 per cent of the total nonresidential expenditure. These buildings included two large warehouses, two tobacco redrying plants, a telephone office exchange, a large dairy establishment, a bakery and a factory.

A total of 766 new residential buildings were approved at a cost of \$2,675,000. These buildings will provide housing for 815 families. There were 728 one-family dwellings in this group, of which 274 were cheap housing units costing less than \$3,000.

### Cities of Over 10,000

Hampered by shortages in many essential building materials, the construction industry nevertheless is going strong in North Carolina's 26 cities of more than 10,000 population. Expenditures during the first five months of this year have already passed the figure for the entire year 1945.

Estimated cost of all types of building construction in the 26 cities for January-May 1946 total \$21,172,000. This compares with a total of \$20,832,000 spent by the same cities during all of 1945.

Indications are that the 1946 total is likely to double the 1945 figure, provided building activity continues without any significant drop for the rest of the year.

The following table compares expenditures in each of the 26 cities for the year 1945 with the first five months of this year. (The 1946 figure for Kinston does not include reports for January, February and March. The 1946 report for Wilmington does not include a report for April.)

|                     | 1945         | Jan.-May 1946 |
|---------------------|--------------|---------------|
| TOTAL.....          | \$20,832,352 | \$21,172,284  |
| Asheville .....     | 1,318,192    | 571,858       |
| Burlington .....    | 654,545      | 1,433,614     |
| Charlotte .....     | 4,135,364    | 3,841,514     |
| Concord.....        | 199,537      | 304,975       |
| Durham.....         | 1,996,373    | 1,492,305     |
| Elizabeth City..... | 165,730      | 177,820       |
| Fayetteville.....   | 701,261      | 630,852       |
| Gastonia.....       | 330,835      | 355,450       |
| Goldsboro.....      | 440,585      | 691,450       |
| Greensboro.....     | 1,529,152    | 1,444,245     |
| Greenville.....     | 137,010      | 550,225       |
| Hickory.....        | 285,665      | 507,840       |
| High Point.....     | 825,341      | 970,512       |
| Kinston.....        | 346,200      | *75,400       |
| Lexington.....      | 639,335      | 447,660       |
| New Bern.....       | 220,459      | 261,175       |
| Raleigh.....        | 2,505,267    | 1,442,858     |
| Reidsville.....     | 160,410      | 396,025       |
| Rocky Mount.....    | 323,775      | 765,700       |
| Salisbury.....      | 325,585      | 617,930       |
| Shelby.....         | 300,800      | 454,950       |
| Statesville.....    | 473,393      | 613,275       |
| Thomasville.....    | 99,705       | 193,850       |
| Wilmington.....     | 964,383      | †631,970      |
| Wilson.....         | 261,150      | 752,705       |
| Winston-Salem ..... | 1,492,300    | 1,546,126     |

\* No report Jan., Feb., Mar. † No report April.



# Tar Heel Industrial Wages Average \$31.16 Per Week In May

## Both Weekly and Hourly Earnings Show Increase During Month

Average hourly earnings of over 265,000 workers in 2,079 North Carolina industrial establishments rose to 79.6 cents in May—an increase of 1.1 per cent over April earnings.

Weekly earnings also rose 0.9 per cent during May, climbing to an average of \$31.16. At the same time, total employment in the plants surveyed fell off one per cent, and the length of the workweek declined 0.5 per cent to 39.1 hours.

The average worker in a manufacturing industry put in 39 hours of work and received \$31.42 in wages, an average of 80.5 cents per hour. The average non-manufacturing worker worked 40.5 hours for \$28.01, an average of 69.1 cents per hour. The total weekly pay roll of the industries surveyed by the Division of Statistics amounted to \$8,281,000.

Average weekly earnings in the various industries were as follows: Pulp and paper, \$44.85; wholesale stores, \$40.83; printing and publishing, \$40.06; public utilities, \$39.71; machinery, \$39.12; tobacco products, \$37.71; iron and steel, \$37.35; full-fashioned hosiery, \$37.34; wool, \$35.16; rayon, \$34.12; dyeing and finishing, \$31.39; brick, tile and terra

cotta, \$31.38; mines and quarries, \$30.92; cotton textiles, \$30.17; food products, \$29.22; cottonseed oil, \$28.68; furniture, bedsprings and mattresses, \$28.84; lumber and planing mills, \$27.87; paper boxes, \$27.84; stemmeries and redrying plants, \$27.35; seamless hosiery, \$26.40; fertilizer, \$26.22; flat knit goods, \$25.13; retail stores, \$21.26; laundries, cleaning and dyeing, \$20.47; hotels, \$17.45.

Average hourly earnings in the industries were as follows: Pulp and paper, \$1.03; printing and publishing, \$1.02; full-fashioned hosiery, 97.6; public utilities, 94.7; wholesale stores, 94.5; tobacco products, 91.2; machinery, 88.4; iron and steel, 85.1; rayon, 83.7; dyeing and finishing, 83.1; wool, 82; cotton textiles, 78.9; flat knit goods, 75.1; seamless hosiery, 73.3; brick, tile and terra cotta, 72.7; furniture, bedsprings and mattresses, 71.6; mines and quarries, 69.8; paper boxes, 67.4; food products, 66.6; fertilizer, 65.3; lumber, including planing mills, 63.8; cottonseed oil, 59.7; retail stores, 60.0; laundries, cleaning and dyeing, 44.3; hotels, 37.3.

## NATION-WIDE SURVEY

(Continued from page three)

proach of their factory inspectors was one which emphasized education and salesmanship methods. Two states replied that, although they use education and salesman

## Minimum Wage Laws Needed in Many States

State minimum wage action is imperative for thousands of women workers who will find their postwar employment in laundries, hotels and other service industries not covered by minimum rates established under the Federal wage and hour law, according to a statement released recently by the U. S. Department of Labor.

Minimum wage amendments as adopted in Nevada, South Dakota, New York and Rhode Island were praised by the Department. A survey also showed that efforts were being made to improve existing minimum wage standards in California, Massachusetts, Oregon, New York, New Jersey and Pennsylvania.

## I.A.G.L.O. Meeting to Be Held in Chicago Last of Sept.

The annual meeting of the International Association of Governmental Labor Officials, which was postponed in June because of the fire at the La Salle Hotel in Chicago, will be held September 30-October 2 in Chicago's Hotel Continental.

ship methods to the greatest possible extent, "police" methods of law enforcement are also required.

All of the states which replied indicated that the best enforcement results were obtained through a policy of education and salesmanship; two of them, however, indicated that "police" methods also were instrumental in producing results.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

May 1946 Compared with April 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                               |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL   | 1,328        | 245,546        | — 1.1        | \$7,715,049        | — 0.2        | \$31.42           | + 0.9        | 39.0              | — 0.3        | 80.5              | + 1.1        |
| Brick, Tile, Terra Cotta                            | 14           | 760            | + 1.7        | 23,845             | + 5.2        | 31.38             | + 3.4        | 43.1              | + 1.2        | 72.7              | + 2.1        |
| Cotton Goods  | 310          | 113,820        | — 0.1        | 3,433,458          | ×            | 30.17             | + 0.1        | 38.2              | — 0.5        | 78.9              | + 0.5        |
| Cottonseed Oil                                      | 12           | 402            | —18.3        | 11,609             | —14.3        | 28.88             | + 4.9        | 48.3              | + 7.3        | 59.7              | — 2.5        |
| Dyeing and Finishing                                | 17           | 4,634          | — 0.9        | 145,480            | — 3.0        | 31.39             | — 2.1        | 37.8              | — 2.1        | 83.1              | + 0.1        |
| Fertilizer  | 42           | 1,541          | —29.7        | 40,406             | —34.1        | 26.22             | — 6.3        | 40.2              | — 6.3        | 65.3              | + 0.2        |
| Food and Kindred Products                           | 214          | 5,537          | — 2.2        | 161,782            | — 1.2        | 29.22             | + 0.4        | 43.9              | — 0.5        | 66.6              | + 1.5        |
| Furn., Bedsprings and Mattresses                    | 86           | 13,302         | — 0.1        | 383,582            | + 2.4        | 28.84             | + 2.5        | 40.3              | + 1.5        | 71.6              | + 1.1        |
| Hosiery, Full-fashioned                             | 59           | 13,906         | + 0.3        | 519,268            | + 0.9        | 37.34             | + 0.6        | 38.3              | no ch.       | 97.6              | + 0.7        |
| Hosiery, Seamless                                   | 122          | 17,027         | — 0.1        | 449,547            | + 0.4        | 26.40             | + 0.5        | 36.0              | — 0.3        | 73.3              | + 0.5        |
| Iron and Steel Group                                | 24           | 1,364          | + 1.6        | 50,941             | + 4.3        | 37.35             | + 2.6        | 43.9              | + 0.7        | 85.1              | + 2.0        |
| Knit Goods, Flat                                    | 11           | 4,742          | — 0.2        | 119,148            | —10.7        | 25.13             | —10.7        | 33.5              | —11.1        | 75.1              | + 0.7        |
| Lumber (including planing mills)                    | 64           | 5,131          | + 1.2        | 143,007            | + 3.0        | 27.87             | + 1.8        | 43.7              | no ch.       | 63.8              | + 1.8        |
| Machinery Group                                     | 56           | 2,395          | + 1.8        | 93,697             | + 1.7        | 39.12             | — 0.1        | 44.3              | — 0.2        | 88.4              | + 0.1        |
| Paper Boxes   | 18           | 1,008          | — 2.1        | 28,058             | — 1.5        | 27.84             | + 0.7        | 41.3              | — 1.0        | 67.4              | + 1.7        |
| Pulp and Paper Mills                                | 7            | 4,958          | + 0.8        | 222,379            | — 0.5        | 44.85             | — 1.3        | 43.7              | + 1.2        | 102.7             | — 2.4        |
| Printing and Publishing                             | 64           | 1,780          | + 0.3        | 71,300             | + 0.5        | 40.06             | + 0.2        | 39.2              | — 1.8        | 102.3             | + 2.1        |
| Rayon Goods   | 24           | 8,053          | + 0.1        | 274,795            | + 3.6        | 34.12             | — 3.8        | 40.8              | — 3.3        | 83.7              | — 0.4        |
| Stemmeries and Redrying Plants                      | 30           | 6,930          | —16.1        | 189,558            | — 6.8        | 27.35             | +11.0        | 38.4              | + 4.3        | 71.2              | + 6.4        |
| Tobacco Products                                    | 8            | 13,554         | + 0.8        | 511,078            | + 6.8        | 37.71             | + 6.0        | 41.4              | + 1.7        | 91.2              | + 4.2        |
| Woolen Mills  | 8            | 4,328          | — 2.1        | 152,186            | + 1.5        | 35.16             | + 3.6        | 42.9              | + 2.9        | 82.0              | + 0.7        |
| Other Industries                                    | 138          | 20,374         | — 2.6        | 689,925            | — 0.6        | 33.86             | + 2.0        | 39.2              | + 0.3        | 86.4              | + 1.9        |
| <b>Nonmanufacturing:</b>                            |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL   | 751          | 20,208         | + 0.2        | \$ 566,122         | + 0.6        | \$28.01           | + 0.4        | 40.5              | — 1.7        | 69.1              | + 2.2        |
| Retail  | 446          | 9,601          | — 3.1        | 186,090            | — 1.6        | 21.64             | + 1.5        | 36.1              | — 1.1        | 60.0              | + 2.7        |
| Wholesale   | 176          | 2,578          | + 1.4        | 105,270            | + 1.8        | 40.83             | + 0.4        | 43.2              | — 0.5        | 94.5              | + 0.9        |
| Laundries, Dyeing and Cleaning                      | 50           | 2,190          | + 0.8        | 44,833             | + 1.8        | 20.47             | + 0.9        | 46.2              | — 1.5        | 44.3              | + 2.5        |
| Mines and Quarries                                  | 22           | 727            | + 1.8        | 22,481             | + 1.8        | 30.92             | ×            | 44.3              | — 1.6        | 69.8              | + 1.6        |
| Public Utilities                                    | 36           | 4,528          | + 3.9        | 179,805            | + 1.4        | 39.71             | — 2.4        | 41.9              | — 4.3        | 94.7              | + 1.9        |
| Hotels  | 21           | 1,584          | + 4.5        | 27,643             | + 2.9        | 17.45             | — 1.5        | 46.8              | — 2.7        | 37.3              | + 1.4        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING</b> | <b>2,079</b> | <b>265,754</b> | <b>— 1.0</b> | <b>\$8,281,171</b> | <b>— 0.1</b> | <b>\$31.16</b>    | <b>+ 0.9</b> | <b>39.1</b>       | <b>— 0.5</b> | <b>79.6</b>       | <b>+ 1.1</b> |

× Less than .1%.



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

Vol. XIII

RALEIGH, NORTH CAROLINA, AUGUST, 1946

No. 8

## YOUR NORTH CAROLINA DEPARTMENT OF LABOR

*As a feature of interest to those who are unfamiliar with the various labor and industrial services available through the Department of Labor, this bulletin is carrying each month a brief description of one division of the Department. The article below is the third in this series.*

\* \* \* \*

### Division of Statistics

The duties of this division are to assemble industrial information; to compile monthly data on employment, pay rolls and average weekly and hourly earnings in the various industries; to compile statistics concerning the employment of minors under 18 years of age in the industries of the State; to assemble information on building construction activity; to make periodic special studies and surveys of industrial and labor conditions; and to compile periodically for publication by the Department a *Directory of Manufacturing Firms of North Carolina*.

The largest regular undertaking of the Division of Statistics is the monthly report on employment and pay rolls in North Carolina, which is published regularly in this bulletin. Working in co-operation with the Bureau of Labor Statistics of the U. S. Department of Labor, the division surveys each month the total employment and pay rolls, average weekly earnings, average hourly earnings, and the average length of the workweek prevailing in 26 leading industries, both manufacturing and nonmanufacturing. The survey includes reports from more than 2,000 firms.

Statistics on building construction activity are compiled monthly from reports received from the building inspectors in the 26 North Carolina cities of more than 10,000 population, and from building inspectors in some 60 to 70 towns with populations under 10,000.

Other regular monthly information is developed regarding the employment of women in manufacturing industries; employment of minors in industry; and inspection work completed by the Division of Standards and Inspections.

The number of production workers in manufacturing industries increased by 112,000 between May and June to a total of 11,339,000, according to the Bureau of Labor Statistics. The durable and non-durable goods industries shared almost equally in this expansion.

## Workweek In Tar Heel Textile Industry Reduced From Nearly 59 Hours In 1910 To 38 Hours Now

### Tar Heel Wins National Safety Council Award of Merit

James Daniel Woodruff, an employee of the Chatham Manufacturing Company at Elkin, last month was presented with the highest award which the National Safety Council gives to an individual—the annual Award of Merit.

Mr. Woodruff, who has worked for 50 years at the Chatham plant without losing a single day from work because of an industrial accident, attributed his safe working career to the “splendid working conditions” maintained at the factory.

Presentation of the award was made at a banquet held in the Elkin Y.M.C.A. in honor of Woodruff. Also honored were his two sons, Marshall and Grady, both of whom have worked for 22 years at the plant without losing time because of an industrial accident.

Mr. E. G. Padgett, safety director for the North Carolina Industrial Commission, and executive committee secretary of the National Safety Council's Textile Section, presented the award to Woodruff in the form of a certificate.

Mr. Padgett pointed out that when Mr. Woodruff began working in 1895 most of the safeguards known to industry today were absent. If there were more men like Mr. Woodruff working in American industry, he said, the job of the industrial accident prevention groups would be much easier.

Mr. Woodruff was invited to speak at the North Carolina Safety Conference banquet to be held in Winston-Salem on September 14.

Other speakers at the event were C. J. Hyshup, director of safety for the Chatham Company; Albert L. Butler, president of the company; Forrest H. Shuford, State Labor Commissioner; and the Rev. Jess Powers, pastor of East Elkin Baptist Church. A number of safety engineers from other companies also attended.

Mr. Woodruff's safety award is the first to be presented to a worker in the textile industry, according to the National Safety Council.

Gains in employment in virtually all industry groups raised the total number of employees in nonagricultural establishments in June to 37,762,000, according to the Bureau of Labor Statistics. The figure is slightly above the employment level of June 1945, the Bureau pointed out.

Working hours in North Carolina's far-flung textile industry have undergone great changes in the past 35 years.

A survey just completed by the Division of Statistics shows that average working time was reduced from 58.8 hours a week in the year 1910 to 41.1 hours a week in 1945.

The survey indicates a very slow and gradual decline in the length of the workweek in the 20-year period from 1910 to 1930. Despite the demand for textile products for military use during World War I, the workweek continued to drop steadily from 1916 to 1918. Working hours which had averaged 58.8 hours in 1910 dropped to 57.6 hours in 1913. At the time of America's entry into World War I, the textile workweek was still at about the 56.7 hours point reached in 1916. In 1918 when the war ended, working time averaged 56.2 hours, a fractional reduction from the previous two-year figure.

The industrial let-down following World War I caused the workweek to drop to 51.8 hours in 1920. From that year until 1928, the average working hours of textile employees increased gradually, reaching another peak of 53.4 hours in 1928.

Effects of the economic crash of 1929 were not immediately apparent in the textile industry, for in 1930 the industry in North Carolina was still operating 52.7 hours a week. By 1932, however, when the workweek averaged only 44.5 hours, the effects were noticeable. In the year of the inauguration of the New Deal, the workweek had dropped to 41.4 hours.

Ups and downs in the workweek were experienced by the textile industry during the long depression of the thirties. In 1934 the average textile worker put in only 33.2 hours a week—the lowest on record. By the following year, an increase to 34.6 hours had taken place, and by 1936 the workweek was up to 37.5 hours. Then, in 1937-38 occurred the “depression within a depression” and the workweek dropped first to 36.2 hours and then to 33.7—close to where it had been in 1934.

By 1939 working time was back up to 36.7 hours, and in 1940 was down again to 36 hours.

At that time, it will be remembered, the people of America were much divided about whether we should enter the war. A few months after France had been conquered and England seemed in imminent danger of going under, the Selective Service Act was passed. Not until 1941 did our

(Continued on page three)

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## Many Minors Under 18 Years Of Age Certified For Summer Vacation Work

### Full-Time Work Certificates Also High

Employment certificates were issued to 5,436 minors under 18 years of age by welfare superintendents throughout the State during June, permitting them to work in industry.

The figure for June this year, though high compared with previous months, is less than half of that reported for June 1945 when 11,067 minors were certified.

#### NORTH CAROLINA

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ALMON BARBOUR, Editor



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However, the June total reflects a substantial increase over the 3,259 minors certified in May 1946.

The increase for June is explained largely by the fact that 2,548 of the certificates issued were for vacation and part-time work. The remaining 2,888 were issued to minors 16 and 17 years of age for full-time work.

Industrial distribution of the minors certified in the 16- and 17-year-old bracket was as follows: manufacturing industry, 2,986; nonmanufacturing industry, 1,047; construction industry, 180. In this age group, 1,425 of the certifications were for vacation and part-time work, while 2,888 were for full-time work.

A total of 3,300 of the minors certified were boys, and 2,136 were girls.

A total of 1,087 vacation and part-time work certificates were issued to minors in the 14 and 15 age group.

Thirty-six boys aged 12 and 13 were certified for news delivery service. The law does not permit employment of girls under 14 years of age.

The Chatham Manufacturing Company at Elkin reports completion of 1,143,867 man-hours of work between April 26 and July 8 without loss of working time due to accidents.

## Type of June Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |             |
|---|---|-------------|
|   | No.                                     | Cost        |
| <b>NEW HOUSEKEEPING BUILDINGS:</b>  |   |             |
| One-family dwellings .....  | 371                                     | \$1,636,262 |
| Two-family dwellings .....  | 15                                      | 93,000      |
| One-family and 2-family dwellings..   | 12                                      | 36,000      |
| Three- and 4-family dwellings.....  | 3                                       | 26,600      |
| Five-or-more-family dwellings .....   | 1                                       | 375,000     |
| Five-or-more-family dwellings having stores or shops therewith .....            | 1                                       | 1,500       |
| Other nonhousekeeping dwellings....   | 2                                       | 2,900       |
| <b>TOTAL</b> .....  | 405                                     | \$2,171,262 |
| <b>NEW NONRESIDENTIAL BUILDINGS:</b>  |   |             |
| Amusement and recreational places   | 1                                       | \$ 7,500    |
| Churches.....   | 2                                       | 11,000      |
| Factories, bakeries, ice plants, laundries and other workshops....              | 37                                      | 193,850     |
| Garages, commercial .....   | 6                                       | 52,800      |
| Garages, private .....  | 34                                      | 26,800      |
| Gasoline and service stations .....   | 2                                       | 20,300      |
| Office buildings, including banks .....   | 3                                       | 16,300      |
| Public buildings, Federal, State, county and local.....                         | 1                                       | 6,500       |
| Public works and utilities.....   | 2                                       | 6,000       |
| Educational buildings, schools, colleges, libraries, museums, etc.....          | 4                                       | 990,500     |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 11                                      | 3,995       |
| Stores and other mercantile bldgs...  | 65                                      | 180,190     |
| All other nonresidential .....  | 5                                       | 40,715      |
| <b>TOTAL</b> .....  | 173                                     | \$1,556,450 |
| <b>ADDITIONS, ALTERATION, AND REPAIRS:</b>                                      |   |             |
| Housekeeping dwellings .....  | 237                                     | \$ 108,607  |
| Nonhousekeeping dwellings .....   | 7                                       | 14,800      |
| On nonresidential buildings.....  | 97                                      | 272,522     |
| <b>TOTAL</b> .....  | 341                                     | \$ 395,929  |

### SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JUNE 1945 AND JUNE 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | June 1945           | June 1946 | Percentage Change | June 1945      | June 1946   | Percentage Change |
| <b>TOTAL</b> .....                      | 578                 | 919       | + 59.0            | \$1,573,184    | \$4,123,641 | +162.1            |
| Residential buildings.....              | 109                 | 405       | +271.6            | 346,908        | 2,171,262   | +525.9            |
| Nonresidential buildings.....           | 104                 | 173       | + 66.3            | 684,058        | 1,556,450   | +127.5            |
| Additions, alterations and repairs..... | 365                 | 341       | - 6.6             | 542,218        | 395,929     | - 27.0            |

### SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES MAY 1946 AND JUNE 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | May 1946            | June 1946 | Percentage Change | May 1946       | June 1946   | Percentage Change |
| <b>TOTAL</b> .....                      | 1,110               | 919       | -17.2             | \$3,277,321    | \$4,123,641 | +25.8             |
| Residential buildings.....              | 586                 | 405       | -30.9             | 1,974,915      | 2,171,262   | + 9.9             |
| Nonresidential buildings.....           | 168                 | 173       | + 3.0             | 1,058,203      | 1,556,450   | +47.1             |
| Additions, alterations and repairs..... | 356                 | 341       | - 4.2             | 244,203        | 395,929     | +62.1             |

### SUMMARY OF JUNE 1946 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of June 1945 Included for Comparison

| CITY                | No. of Buildings | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |             |              |           | NEW NONRESIDENTIAL BUILDINGS |             | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-------------|--------------|-----------|------------------------------|-------------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |             | No. FAMILIES |           | June 1945                    | June 1946   | June 1945                          | June 1946 | June 1945                               | June 1946   |
|                     |                  |                      | June 1945                 | June 1946   | June 1945    | June 1946 |                              |             |                                    |           |   |             |
| <b>TOTAL</b> .....  | 405              |                      | \$346,908                 | \$2,171,262 | 117          | 489       | \$684,058                    | \$1,556,450 | \$542,218                          | \$395,929 | \$1,573,184                             | \$4,123,641 |
| Asheville.....      | 21               | 59,300               | 10,050                    | 59,300      | 5            | 21        | 1,500                        | 4,990       | 14,987                             | 18,550    | 26,537                                  | 82,840      |
| Burlington.....     | 9                | 37,497               | 4,900                     | 37,497      | 2            | 9         | 14,000                       | 100         | .....                              | 14,700    | 18,900                                  | 52,297      |
| Charlotte.....      | 51               | 636,740              | 124,860                   | 636,740     | 28           | 128       | 103,519                      | 95,890      | 165,338                            | 28,708    | 393,717                                 | 761,338     |
| Concord.....        | 6                | 20,900               | 1,700                     | 20,900      | 1            | 6         | .....                        | 7,200       | 3,625                              | 1,350     | 5,325                                   | 29,450      |
| Durham.....         | 20               | 141,500              | 47,550                    | 141,500     | 9            | 20        | 8,800                        | 722,150     | 44,675                             | 43,750    | 101,025                                 | 907,400     |
| Elizabeth City..... | 6                | 9,550                | 7,950                     | 9,550       | 4            | 6         | 475                          | 11,800      | 325                                | .....     | 8,750                                   | 21,350      |
| Fayetteville.....   | 44               | 134,225              | 8,000                     | 134,225     | 11           | 44        | 13,175                       | 53,750      | .....                              | 12,337    | 21,175                                  | 200,312     |
| Gastonia.....       | 12               | 36,000               | 2,750                     | 36,000      | 1            | 12        | 11,000                       | 28,500      | .....                              | 11,500    | 13,750                                  | 76,000      |
| Goldsboro.....      | 3                | 20,000               | 2,750                     | 20,000      | 2            | 3         | 30,200                       | 10,850      | 4,075                              | 6,455     | 37,025                                  | 37,305      |
| Greensboro.....     | 22               | 101,375              | 59,000                    | 101,375     | 15           | 22        | 25,430                       | 41,405      | 31,045                             | 11,610    | 115,475                                 | 154,390     |
| Greenville.....     | 4                | 25,500               | 1,200                     | 25,500      | 1            | 4         | .....                        | 3,400       | 250                                | 23,000    | 1,450                                   | 51,900      |
| Hickory.....        | 13               | 72,000               | .....                     | 72,000      | .....        | 13        | 4,000                        | 46,500      | 7,500                              | 1,000     | 11,500                                  | 119,500     |
| High Point.....     | 28               | 103,800              | 9,450                     | 103,800     | 5            | 28        | 39,900                       | 14,975      | 51,016                             | 63,810    | 100,366                                 | 182,585     |
| Kinston.....        | 7                | 17,700               | .....                     | 17,700      | .....        | 7         | 2,400                        | 1,800       | .....                              | .....     | 2,400                                   | 19,500      |
| Lexington.....      | 8                | 21,800               | 12,500                    | 21,800      | 3            | 8         | 268,500                      | 3,850       | 3,800                              | 25,050    | 284,800                                 | 50,700      |
| New Bern.....       | 6                | 21,500               | .....                     | 21,500      | .....        | 6         | .....                        | 4,400       | 5,800                              | 3,725     | 5,800                                   | 29,625      |
| Raleigh.....        | 27               | 156,900              | .....                     | 156,900     | 31           | .....     | 41,125                       | 80,765      | 99,100                             | .....     | 140,225                                 | 237,665     |
| Reidsville.....     | 4                | 12,775               | 2,000                     | 12,775      | 2            | 4         | 28,000                       | 25,200      | .....                              | 4,000     | 30,000                                  | 41,975      |
| Rocky Mount.....    | 19               | 81,900               | 2,500                     | 81,900      | 1            | 17        | 10,275                       | 27,575      | 13,000                             | 2,350     | 25,775                                  | 111,825     |
| Salisbury.....      | 9                | 44,500               | 7,698                     | 44,500      | 4            | 11        | 2,000                        | 287,900     | 22,875                             | 12,330    | 32,573                                  | 344,730     |
| Shelby.....         | 9                | 26,700               | 3,000                     | 26,700      | 3            | 10        | 21,000                       | .....       | .....                              | .....     | 24,000                                  | 26,700      |
| Statesville.....    | 41               | 191,300              | 10,000                    | 191,300     | 2            | 41        | 1,763                        | 5,900       | .....                              | .....     | 11,763                                  | 197,200     |
| Thomasville.....    | 1                | 400                  | 4,100                     | 400         | 2            | 1         | .....                        | 9,700       | 4,300                              | .....     | 8,400                                   | 10,100      |
| Wilmington.....     | 2                | 17,000               | .....                     | 17,000      | .....        | 2         | 48,596                       | 36,500      | 39,154                             | 57,445    | 87,750                                  | 110,945     |
| Wilson.....         | 6                | 39,700               | 3,700                     | 39,700      | 3            | 6         | .....                        | .....       | 975                                | 1,500     | 4,675                                   | 41,200      |
| Winston-Salem.....  | 27               | 140,700              | 21,250                    | 140,700     | 29           | 29        | 8,400                        | 31,350      | 30,378                             | 52,759    | 60,028                                  | 224,809     |

## Children's Bureau Industrial Division Made a Part of Labor Department's Division of Labor Standards.

Secretary of Labor L. B. Schwellenbach announced recently that the Industrial Division of the Children's Bureau, which under the President's reorganization plan remains in the Department of Labor while the rest of the Bureau moves to the Federal Security Agency, is being transferred as a unit to the Department's Division of Labor Standards.



## DIVISION OF STANDARDS AND INSPECTIONS

### State Law Inspections

During the month of June 785 manufacturing, mercantile, service and mining establishments employing a total of 18,326 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,556 violations of the labor laws. Immediate compliance was secured in 1,241 cases. The remaining violations required additional time for correction.

The violations found and compliances secured were as follows:

|                        | Violations | Compliances |
|------------------------|------------|-------------|
| Hour Law .....         | 71         | 42          |
| Child Labor .....      | 597        | 580         |
| Time Records .....     | 61         | 38          |
| Drinking Facilities .. | 28         | 13          |
| Sanitation .....       | 137        | 102         |
| Seats .....            | 5          | 2           |
| Safety Code .....      | 318        | 218         |
| Other .....            | 339        | 246         |

Four complaints alleging violations of the State child labor and maximum hour laws and safety and health rules and regulations were investigated during the month. Violations were substantiated in three cases, and corrective measures were taken. The alleged violations were not substantiated in the other case.

### Wage-Hour Inspections

Inspections were made in 54 establishments during June to secure compliance with the provisions of the Fair Labor Standards Act.

Nine of the firms were violating the minimum wage and overtime provisions of the act.

Twenty-five of the firms were violating the overtime and the record-keeping provisions of the act.

Two of the firms were violating the overtime provision only.

Ten of the firms were violating the record-keeping provisions only.

Eight of the firms were in full compliance with the law.

A total of \$6,902.45 was paid as back wages to 300 workers who previously had been paid less than the minimum wage of 40 cents an hour or less than the required time-and-one-half pay for overtime worked. The back-wage payments were made by 32 establishments.

### Back Wages Paid Workers Total \$130,000 in First Half of 1946

Analysis of reports on enforcement of the Fair Labor Standards Act in North Carolina during the first six months of 1946 shows that 4,235 workers were paid a total of more than \$130,000 in back wages.

The wage restitution payments were made by some 225 firms, which, upon inspection by Department inspectors, were found to be violating the minimum wage or overtime provisions of the wage and hour law.

The number of establishments which paid back wages during the six-month period was approximately half of the total number of firms inspected during the period.

## Moderate Building Activity Continues In June

### WORKWEEK IN THE TAR HEEL TEXTILE INDUSTRY REDUCED

(Continued from page one)

war program begin to have marked effects upon the textile industry. In that year the workweek rose to an average of 39.1 hours.

In 1942, when our war program began in earnest, there was an unprecedented demand for textile products, and the workweek rose to 40.8 hours. By 1943 it had increased to 41.5 hours. The high point was reached in 1944, with an additional rise to 41.9 hours. By the end of that year, the great demand for textile products for war uses had been largely met, and in the final year of the war the workweek again dropped to 41.1 hours.

During the first seven months of 1945, the textile workweek averaged slightly over 41 hours. The workweek dropped from 41 hours in July to a somewhat lower point in August when hostilities were brought to an end. It averaged 39.5 hours in September, and remained at slightly more than 39 hours a week for the remainder of the year.

During the first six months of 1946, the textile workweek averaged 38.3 hours. In June it had reached a new low of 37.7 hours.

Reviewing the 35-year period 1910-1945 in perspective, several influences seem to have been at work in causing the gradual reduction of the workweek from almost 59 hours to about 38 hours.

The most important of these is probably the great advance in machine technology which has taken place, particularly in the past 20 years. Production per worker is now at the highest point in our industrial history. A long workweek is no longer necessary for a high industrial output.

Second in importance is probably the long-term effects of labor organization, the increasing acceptance of union contracts providing for workweeks of specified length, with overtime pay for hours worked over a certain standard number of hours per week.

Third, the long-term effects of government legislation regulating wages, working hours and working conditions.

### Further Decline Is Shown in Employment of Women in Manufacturing Industries

Employment of women in North Carolina manufacturing industries dropped 9.2 per cent during June, continuing a decline which has been apparent for several months.

A survey of 1,287 manufacturing establishments employing a total of 237,308 workers showed that 40.1 per cent of the workers in June were women, compared with 40.3 per cent in May. Employment of women in industry reached a high point in May 1945 when 44.3 per cent of all manufacturing jobs in the State were occupied by women. In June, the 1,287 plants surveyed employed 95,193 women production workers.

Percentages of women employed in the various industry groups were as follows: seamless hosiery, 68.6; flat knit goods, 66.6; full-fashioned hosiery, 57.9; stemmeries and redrying plants, 54.8; paper

### Permit Values Increase by a Half Million Dollars

Estimated costs of buildings authorized for construction in 90 North Carolina cities and towns increased from \$4,554,000 in May to \$5,047,000 in June.

Reports from municipal building inspectors, compiled by the Division of Statistics, showed a slight decline in the estimated cost of authorized residential buildings and an increase in nonresidential building expenditures.

Permits were issued for construction of 545 residential buildings, 242 nonresidential buildings, and for 414 repair and alteration jobs.

Residential construction permits issued in June were valued at \$2,810,000, a slight decline from the May figure of \$2,847,000. Nonresidential building increased from \$1,707,000 in May to \$2,236,000 in June. The largest item in nonresidential building during the month was authorization of four educational buildings at an estimated cost of \$990,000.

Construction of 545 new residential buildings estimated to cost \$2,645,000 was authorized in June. These included 503 one-family dwellings and 42 larger units, providing housing—when completed—for 630 families.

Nonresidential permits included 93 stores, 44 factories, 43 private garages, 15 commercial garages, eight service stations, five office buildings, four educational buildings, two churches, two public utility buildings, one public building, and 24 other miscellaneous structures.

A total of \$620,000 of the overall building expenditure for the month went for additions, alterations and repairs to 414 existing structures.

## A SAFETY CREDO

For safety at work we need adequate lighting, rest pauses when confronted with fatigue, adaptation of the worker to the job, carefulness as a routine and elimination from hazards of all people who have the accident habit.

For safety on the road we must eliminate the drunken driver, the hit-and-run driver, the mentally unbalanced driver and the driver who does not have ordinary intelligence, good eyesight and a certain amount of public conscience.

People who attribute their accidents to a jinx ought to realize that they themselves are the jinx that gets them in accidents. Safety is a habit as carelessness is a habit.—MORRIS FISHBURN, M.D., *Editor, The Journal of the American Medical Association.*

boxes, 51.1; rayon goods, 45.7; cotton textiles, 42.3; tobacco products, 39.3; woolen mills, 38.9; dyeing and finishing, 33.3; food products, 28.8; furniture, bedsprings and mattresses, 14.9.

The piedmont section of the State had the highest percentage of women workers—42.7; the mountain section had 34 per cent, and the coastal area, 29.9.



## East Carolina Industries Faced With Temporary Labor Shortage

### Cannot Compete With High Wages Being Paid Workers in Tobacco Fields, In- spector Reports

Inspector E. D. Whitley, Jr., who works in the Greenville district, reports that some industries in eastern North Carolina are having a difficult time competing with the high wages currently being paid to workers in tobacco harvesting.

"I have seen two establishments so far which have ceased operation due to the fact that all of their employees are working in tobacco," Whitley writes. "Of course, they expect to have most of their employees back and resume operation after the tobacco season."

#### High Wages

"It also might be of interest to know the pay scale in several counties of the people working in tobacco. Tobacco primers are receiving in range from \$10 to \$15 per day; some are receiving \$55 per week with two meals furnished; and in some of the less populated areas the primers are receiving from \$6 to \$10 per day. The women hands around the tobacco barns are receiving \$5 per day. The methods of work differ from farmer to farmer concerning the 'day.' Some work from 7 a.m. to 6 p.m., and others consider it a 'day' when a barn of tobacco is 'put in.'"

"Some of the firms which I have in-

spected tell me that they cannot compete with these wages and as a result lose their employees. I also understand that no social security or withholding taxes have to be paid by persons working on the tobacco crops."

### Industrial Wages Average \$31.05 Per Week in June

Average weekly earnings of 264,000 workers in 2,079 North Carolina industrial establishments fell 0.4 per cent during June compared with May. Hourly earnings remained virtually unchanged at 79.5 cents, but average weekly earnings dropped from \$31.16 in May to \$31.05 in June. This fractional drop took place following several consecutive months in which both hourly and weekly earnings had shown continuous increases.

Total employment in the plants surveyed increased 0.7 per cent; total pay rolls went up 0.3 per cent to a weekly sum of \$8,209,618. The workweek in all industries averaged 39.1 hours.

The average worker in a manufacturing industry put in 38.9 hours of work, for which he received 80.3 cents per hour, or \$31.23 per week. The average nonmanufacturing worker put in 41.3 hours at an average hourly rate of 69.8 cents and weekly earnings of \$28.87.

## Manufacturing Industries Employ Over 2,000,000 Veterans in Month of April

More than 2,000,000 veterans were employed in manufacturing in April, a ratio of about one out of every six factory employees, according to the Bureau of Labor Statistics.

Half of the veterans were employed in industries where earnings averaged over \$47 a week. An additional 33 per cent of the veterans were employed in industries with earnings averaging from \$40 to \$44 a week, and the remaining 17 per cent were employed in industries in which earnings averaged less than \$40 a week.

The proportion of veterans was better than one out of every five employees in the automobile, petroleum, chemical and iron and steel industries. They represented almost as high a proportion in paper products, machinery, and rubber products industries. Except for tobacco and apparel, where few veterans were employed because of the large number of women in the industries, the proportion of veterans employed increased over the month in all manufacturing groups.

The optimist fell from the top story of a skyscraper. As he passed the fourth story he was overheard muttering:

"So far, so good!"

## EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

June 1946 Compared with May 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY<br>EARNINGS |              | AV. HRS.<br>PER WEEK |              | AV. HRLY<br>EARNINGS |               |
|---|--------------|----------------|--------------|--------------------|--------------|----------------------|--------------|----------------------|--------------|----------------------|---------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.                 | % CHG.       | AMT.                 | % CHG.       | AMT.                 | % CHG.        |
| <b>Manufacturing:</b>                                   |              |                |              |                    |              |                      |              |                      |              |                      |               |
| TOTAL   | 1,332        | 244,324        | + 0.8        | \$7,630,375        | + 0.3        | \$31.23              | - 0.5        | 38.9                 | - 0.5        | 80.3                 | no ch.        |
| Brick, Tile, Terra Cotta                                | 15           | 841            | + 5.3        | 26,784             | + 8.5        | 31.85                | + 3.1        | 43.3                 | + 1.6        | 73.5                 | + 1.4         |
| Cotton Goods  | 311          | 114,038        | + 1.0        | 3,395,606          | - 0.4        | 29.78                | - 1.3        | 37.7                 | - 1.3        | 78.9                 | no ch.        |
| Cottonseed Oil  | 13           | 373            | -18.7        | 9,901              | -26.6        | 26.54                | - 9.6        | 41.9                 | -16.2        | 63.4                 | + 8.0         |
| Dyeing and Finishing                                    | 18           | 4,893          | + 1.8        | 159,641            | + 6.6        | 32.63                | + 4.7        | 39.0                 | + 3.2        | 83.7                 | + 1.5         |
| Fertilizer  | 41           | 1,176          | -22.5        | 32,034             | -19.4        | 27.24                | + 4.0        | 40.5                 | + 0.7        | 67.2                 | + 3.1         |
| Foods and Kindred Products                              | 217          | 6,629          | + 1.1        | 192,710            | + 2.2        | 29.07                | + 1.1        | 43.5                 | + 1.2        | 66.9                 | no ch.        |
| Furn., Bedsprings and Mattresses                        | 89           | 14,664         | + 1.8        | 423,913            | + 1.3        | 28.91                | - 0.6        | 39.8                 | - 1.5        | 72.6                 | + 0.8         |
| Hosiery, Full-fashion                                   | 60           | 14,095         | + 1.0        | 516,242            | - 0.9        | 36.63                | - 1.8        | 37.8                 | - 1.3        | 96.8                 | - 0.7         |
| Hosiery, Seamless                                       | 126          | 17,375         | + 2.1        | 460,371            | + 2.4        | 26.50                | + 0.3        | 35.8                 | - 0.8        | 74.1                 | + 1.2         |
| Iron and Steel Group                                    | 23           | 1,355          | + 4.2        | 48,041             | - 2.3        | 35.45                | - 6.2        | 41.9                 | - 5.0        | 84.7                 | - 1.2         |
| Knit Goods, Flat  | 8            | 2,725          | + 0.4        | 76,656             | - 1.8        | 28.13                | - 2.2        | 39.2                 | no ch.       | 71.8                 | - 2.2         |
| Lumber (including planing mills)                        | 64           | 5,352          | + 2.3        | 153,561            | + 4.8        | 28.69                | + 2.4        | 44.3                 | + 0.9        | 64.8                 | + 1.6         |
| Machinery Group   | 56           | 2,488          | + 3.9        | 99,471             | + 6.2        | 39.98                | + 2.2        | 44.4                 | + 0.2        | 90.1                 | + 1.9         |
| Paper Boxes   | 18           | 1,043          | + 3.5        | 28,057             | ×            | 26.90                | - 3.4        | 40.0                 | - 3.1        | 67.2                 | - 0.3         |
| Pulp and Paper Mills                                    | 7            | 5,002          | + 0.9        | 227,864            | + 2.5        | 45.55                | + 1.6        | 43.2                 | - 1.1        | 105.4                | + 2.6         |
| Printing and Publishing                                 | 61           | 1,748          | - 0.4        | 68,974             | - 1.9        | 39.46                | - 1.5        | 38.8                 | - 0.8        | 101.6                | - 0.9         |
| Rayon Goods   | 25           | 8,314          | + 0.9        | 283,289            | + 0.9        | 34.07                | ×            | 41.0                 | + 0.7        | 83.0                 | - 0.8         |
| Stemmeries and Redrying Plants                          | 32           | 6,911          | - 2.0        | 198,375            | + 3.2        | 28.70                | + 5.4        | 40.1                 | + 5.0        | 71.6                 | + 0.6         |
| Tobacco Products  | 8            | 11,564         | + 0.4        | 411,207            | - 3.3        | 35.56                | - 3.7        | 40.7                 | - 1.2        | 87.3                 | - 2.6         |
| Woolen Mills  | 7            | 4,085          | + 2.3        | 144,705            | + 0.7        | 35.42                | - 1.6        | 42.7                 | - 1.2        | 82.9                 | - 0.5         |
| Other Industries  | 133          | 19,653         | - 0.5        | 672,973            | + 1.1        | 34.24                | + 1.6        | 39.7                 | + 2.1        | 86.3                 | - 0.5         |
| <b>Nonmanufacturing:</b>                                |              |                |              |                    |              |                      |              |                      |              |                      |               |
| TOTAL   | 747          | 20,065         | - 0.3        | \$ 579,243         | + 0.6        | \$28.87              | + 1.0        | 41.3                 | + 1.5        | 69.8                 | - 0.6         |
| Retail  | 441          | 8,152          | - 2.4        | 198,895            | + 2.2        | 24.40                | + 4.8        | 38.9                 | + 5.4        | 62.8                 | - 0.5         |
| Wholesale   | 173          | 2,489          | - 0.7        | 101,815            | - 0.3        | 40.91                | + 0.4        | 43.3                 | + 0.5        | 94.4                 | - 0.3         |
| Laundries, Dyeing and Cleaning                          | 50           | 2,336          | + 3.3        | 47,834             | + 2.8        | 20.48                | - 0.4        | 46.1                 | - 0.4        | 44.4                 | - 0.2         |
| Mines and Quarries                                      | 23           | 726            | - 0.5        | 22,011             | + 2.0        | 30.32                | + 2.5        | 43.7                 | + 2.8        | 69.4                 | - 0.3         |
| Public Utilities  | 37           | 4,629          | + 1.9        | 178,780            | - 0.8        | 38.62                | - 2.6        | 40.8                 | - 2.6        | 94.7                 | no ch.        |
| Hotels  | 23           | 1,733          | - 0.1        | 29,908             | - 2.0        | 17.26                | - 1.9        | 44.2                 | - 0.9        | 39.0                 | - 1.3         |
| <b>TOTAL ALL MANUFACTURING<br/>AND NONMANUFACTURING</b> | <b>2,079</b> | <b>264,389</b> | <b>+ 0.7</b> | <b>\$8,209,618</b> | <b>+ 0.3</b> | <b>\$31.05</b>       | <b>- 0.4</b> | <b>39.1</b>          | <b>- 0.3</b> | <b>79.5</b>          | <b>no ch.</b> |

× Less than .1%.



# North Carolina Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

VOL. XIII

RALEIGH, NORTH CAROLINA, SEPTEMBER 1946

No. 9

## Industrial Safety Program Is Inaugurated in State

During the war, the United States Department of Labor carried on a program for the conservation of manpower in war industries, the purpose of which was the prevention of accidents and the promotion of safe working conditions whereby greater production of materials could be achieved.

This program proved to be very successful. In view of this fact, and at the suggestion of the United States Department of Labor and the management of many industrial plants in North Carolina, the Department of Labor has decided to carry on this work as a State program.

This Department, with the aid and counsel of many leaders of industrial safety within the State, has developed a safety program which we feel will greatly aid in the prevention of accidents and contribute to the curtailment of economic waste.

The program is divided into three phases: (1) awards; (2) education; (3) periodic safety drives in special industries.

This program became effective as of July 1, 1946.

The North Carolina Department of Labor, in co-operation with the United States Department of Labor, will recognize plants and establishments which have maintained certain safety standards during the first six months of 1946. Further recognition will be shown to such plants and establishments that continue to maintain the prescribed standards.

This recognition will be in the form of a certificate of achievement. The certificate is somewhat similar to the type awarded by the United States Department of Labor during the war period. We feel that plants and establishments qualifying for the award will be proud to display this recognition of their interest in the safety and welfare of their employees.

Applicants qualifying for the award must meet the following general requirements:

1. Accurate accident records and total man-hours worked by all employees must be kept on file.

2. Reduce the accident frequency rate at least 40 per cent during a specified six-months period over a corresponding six-months period of the previous year; or maintain a perfect accident record during the designated period.

3. Maintain a minimum of 50 employees during the designated periods.

Application blanks for certificates of award and detailed information concerning all phases of the program may be secured by writing to Forrest H. Shuford, Commissioner of Labor, Labor Building, Raleigh, N. C.

## Labor Divisions Active During Biennium

*The Department of Labor presents this month a brief summary of some of the more significant aspects of the work accomplished by each division during the biennium July 1944 through June 1946.*

### INSPECTION ACTIVITIES

The Division of Standards and Inspections inspected more than 20,000 stores, factories, elevators and mines during the biennium—places of business employing over 680,000 workers. A total of 5,430 inspections were made for the purpose of securing safe working conditions in industry. Pay rolls were checked in 1,295 establishments. A total of 1,193 elevators were inspected for safety. The inspectors went into 556 mines to check upon working conditions and safety. A total of 12,033 mercantile establishments of all types were inspected to determine compliance with the safety and health, maximum hour, child labor, and sanitation laws and regulations.

A total of 6,921 boiler inspection reports were received from insurance inspectors. These reports were reviewed, and 6,533 operating certificates were issued.

### Violations

During the two-year period, the Division of Standards and Inspections found a total of 36,735 violations of the labor laws, rules and regulations. A total of 29,623 of these were brought into immediate compliance. There were 16,245 violations of the child labor law provisions alone.

### Wage-Hour Law

A total of 2,156 inspections were made in connection with the enforcement of the Fair Labor Standards Act, and the Public Contracts Act. Violations were found in slightly less than 1,700 cases. Many of these were recordkeeping violations; but there were enough violations of the minimum wage and overtime provisions to warrant the paying of \$416,520 in back wages to 18,254 employees. The back wages were paid by 837 establishments.

During the biennium there was a noticeable increase in most categories of violation of the labor laws, compared with the 1942-44 period. For example, the number of safety and health code violations increased 28 per cent; violations of the sanitation regulations increased 47 per cent; violations of the maximum hour law increased 7 per cent. On the other hand, violations of the child labor law decreased nearly 14 per cent.

### CONCILIATION ACTIVITIES

During the biennium the Conciliation Service intervened in a total of 238 situations in which a dispute existed between labor and management. Of these, 108 were in the textile industry, 15 in transportation, 15 in machinery and foundry indus-

try, 13 in furniture and lumber; and the remainder were in 15 other different industries. A total of 80,438 employees were involved in these situations.

However, only 68 of these labor-management disputes resulted in strikes. A total of 24,709 employees participated in strikes which resulted in the loss of 371,766 man-days of working time. The average duration of a strike during the biennium was slightly less than one week.

### APPRENTICE TRAINING

Authorized apprentice training programs are now being operated in 97 establishments, with more than 300 apprentices enrolled. Basic standards for the training of apprentices have been developed for a number of skilled trades, in order to further the rapid training of the skilled craftsmen and mechanics whose services are needed during the reconversion period, and will be acutely needed for a long time to come.

### ARBITRATION

Since passage of the Voluntary Arbitration Act of 1945, an arbitration panel of 12 citizens has been appointed and detailed procedures for the conduct of arbitration has been established. During the past year, the members of the arbitration panel have arbitrated a total of 20 labor-management disputes. In each case, the arbitrators served at the combined request of both the labor and management involved in the dispute.

### DEAF WORKERS

The Bureau of Labor for the Deaf placed 47 deaf persons in jobs during the biennium. Eighty-one deaf persons were registered with the Bureau. One deaf person was placed as a farm laborer; two in the building industry; six in clerical positions; six in the textile industry; one in domestic service; two in shoe repairing; two in hosiery manufacturing; 11 in the printing trades; one as a teacher; two in dry-cleaning plants; three in dairies and creameries; eight in munitions manufacture; and two in unclassified occupations.

### STATISTICS

The principal job of the Statistics Division was the compilation of monthly estimates on nonagricultural employment in the State. The sample of industrial firms reporting to the Division increased substantially during the biennium. Approximately 2,200 North Carolina firms are now reporting regularly each month employment, pay roll and man-hours data.

Preliminary estimates of manufacturing employment by major industrial divisions are now available for the third quarter of 1939 and for the years 1943, 1944 and 1945, by months.

The Division secured the co-operation  
(Continued on page four)



# NORTH CAROLINA Labor and Industry

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FORREST H. SHUFORD  
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ALMON BARBOUR, Editor



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## Building Permit Estimates Make Slight Drop in July

The estimated cost of buildings authorized for construction in the 26 North Carolina cities of over 10,000 population and in 52 smaller towns dropped from \$5,047,000 in June to \$4,425,000 in July, according to reports received from municipal building inspectors compiled by the Division of Statistics.

Estimates on all residential construction in July were slightly higher than those given for June, the costs being \$2,810,000 and \$2,834,000 respectively for the two months.

July nonresidential building estimates

showed a decided drop, however, with July costs of \$1,590,000 compared with the June estimate of \$2,237,000. The figures for both months for residential and nonresidential building include the costs of additions, alterations and repairs on existing structures, as well as estimates on new building.

Housing authorized in July included 532 one-family dwellings, 19 two-family dwellings, two three- and four-family dwellings, 10 apartment buildings, and one hotel and two nonhousekeeping dwellings. A total of 566 residential buildings were authorized during July to provide housing for 640 families when completed.

Nonresidential buildings authorized during the month included 75 stores, 49 private garages, 43 factories and workshops, 13 commercial garages, six office buildings and banks, six churches, six service stations, two educational buildings, one institutional building, one amusement place, and 27 miscellaneous temporary structures—a total of 230 nonresidential buildings.

Charlotte led the reporting cities in July, with estimated building costs totaling \$600,000. Raleigh was second, with \$388,000. High Point was third, with \$332,000.

## Child Employment Certificates Show Drop in July

A total of 3,501 minors under 18 years

of age were certified for work by superintendents of public welfare throughout the State during July.

The July total represents a decided drop from the June figure of 5,436, reflecting a decrease in the number of minors applying for summer vacation and part-time employment certificates.

The July certifications were approximately half as numerous as those for July 1945, but were slightly higher than those for May 1946.

Full-time employment certificates were issued to 2,017 minors 16 and 17 years of age during the month. Vacation and part-time certificates issued to minors from 12 through 17 years of age accounted for the remaining 1,484 certificates issued during the month.

A total of 755 vacation and part-time certificates were issued to minors 14 and 15 years of age.

## Type of July Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |                    |
|---|---|--------------------|
|   | No.                                     | Cost               |
| NEW HOUSEKEEPING DWELLINGS:   |   |                    |
| One-family dwellings.....   | 406                                     | \$1,701,455        |
| Two-family dwellings.....   | 17                                      | 128,500            |
| Three- and four-family dwellings....  | 2                                       | 18,100             |
| Five-or-more-family dwellings.....  | 10                                      | 168,000            |
| Hotels.....   | 1                                       | 150,000            |
| <b>TOTAL.....</b>   | <b>436</b>                              | <b>\$2,166,055</b> |
| NEW NONRESIDENTIAL BUILDINGS:   |   |                    |
| Churches.....   | 5                                       | \$ 38,550          |
| Factories, bakeries, ice plants, laundries and other workshops....              | 37                                      | 304,580            |
| Garages, commercial.....  | 6                                       | 8,300              |
| Garages, private.....   | 37                                      | 10,925             |
| Gasoline and service stations.....  | 5                                       | 15,225             |
| Institutional buildings.....  | 1                                       | 12,000             |
| Office buildings, including banks....   | 3                                       | 204,100            |
| Educational buildings.....  | 1                                       | 500                |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 5                                       | 2,025              |
| Stores and other mercantile bldgs....   | 43                                      | 138,150            |
| All other nonresidential.....   | 15                                      | 34,257             |
| <b>TOTAL.....</b>   | <b>158</b>                              | <b>\$ 768,612</b>  |
| ADDITIONS, ALTERATION, AND REPAIRS:   |   |                    |
| Housekeeping dwellings.....   | 235                                     | \$ 91,705          |
| Nonhousekeeping dwellings.....  | 11                                      | 11,325             |
| On nonresidential buildings.....  | 109                                     | 272,726            |
| <b>TOTAL.....</b>   | <b>355</b>                              | <b>\$ 375,756</b>  |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JULY 1945 AND JULY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|------------|-------------------|--------------------|--------------------|-------------------|
|   | July 1945           | July 1946  | Percentage Change | July 1945          | July 1946          | Percentage Change |
| <b>TOTAL.....</b>                       | <b>650</b>          | <b>949</b> | <b>+ 46.0</b>     | <b>\$1,655,337</b> | <b>\$3,310,423</b> | <b>+100.0</b>     |
| Residential buildings.....              | 167                 | 436        | +161.7            | 620,448            | 2,166,055          | +249.1            |
| Nonresidential buildings.....           | 103                 | 158        | + 53.4            | 522,290            | 768,612            | + 47.2            |
| Additions, alterations and repairs..... | 380                 | 355        | - 6.6             | 512,599            | 375,756            | - 26.7            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JUNE 1946 AND JULY 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |            |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|------------|-------------------|--------------------|--------------------|-------------------|
|   | June 1946           | July 1946  | Percentage Change | June 1946          | July 1946          | Percentage Change |
| <b>TOTAL.....</b>                       | <b>919</b>          | <b>949</b> | <b>+3.3</b>       | <b>\$4,123,641</b> | <b>\$3,310,423</b> | <b>-19.7</b>      |
| Residential buildings.....              | 405                 | 436        | +7.7              | 2,171,262          | 2,166,055          | -0.2              |
| Nonresidential buildings.....           | 173                 | 158        | -8.7              | 1,556,450          | 768,612            | -50.6             |
| Additions, alterations and repairs..... | 341                 | 355        | +4.1              | 395,929            | 375,756            | -5.1              |

## SUMMARY OF JULY 1946 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of July 1945 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |             |              |           | NEW NONRESIDENTIAL BUILDINGS |           | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-------------|--------------|-----------|------------------------------|-----------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |             | No. FAMILIES |           | July 1945                    | July 1946 | July 1945                          | July 1946 | July 1945                               | July 1946   |
|                     |                  |                      | July 1945                 | July 1946   | July 1945    | July 1946 |                              |           |                                    |           |   |             |
| TOTAL.....          | 436              | \$2,166,055          | \$620,448                 | \$2,166,055 | 167          | 512       | \$522,290                    | \$768,612 | \$512,599                          | \$375,756 | \$1,655,337                             | \$3,310,423 |
| Asheville.....      | 24               | 92,100               | 9,193                     | 92,100      | 3            | 24        | 350                          | 6,285     | 36,513                             | 28,955    | 46,056                                  | 127,340     |
| Burlington.....     | 13               | 54,650               | 54,650                    | 54,650      | 17           | 17        | 18,415                       | 17,147    | 15,625                             | 18,415    | 87,422                                  | 87,422      |
| Charlotte.....      | 59               | 315,050              | 114,750                   | 315,050     | 27           | 68        | 95,700                       | 243,250   | 46,867                             | 42,664    | 257,317                                 | 600,964     |
| Concord.....        | 13               | 14,000               | 10,600                    | 14,000      | 6            | 13        | 1,450                        | 1,500     | 1,100                              | 3,800     | 13,150                                  | 19,300      |
| Durham.....         | 28               | 174,040              | 65,600                    | 174,040     | 13           | 29        | 4,325                        | 9,900     | 29,814                             | 43,400    | 99,739                                  | 227,340     |
| Elizabeth City..... | 6                | 11,900               | 9,650                     | 11,900      | 4            | 6         | 8,725                        | 8,725     | 9,650                              | 9,650     | 20,625                                  | 20,625      |
| Fayetteville.....   | 34               | 233,850              | 9,600                     | 233,850     | 9            | 33        | 23,100                       | 8,950     | 3,875                              | 7,080     | 36,575                                  | 249,880     |
| Gastonia.....       | 17               | 184,000              | 6,000                     | 184,000     | 3            | 67        | 21,000                       | 20,850    | 3,400                              | 2,350     | 30,400                                  | 207,200     |
| Goldsboro.....      | 4                | 24,000               | 8,800                     | 24,000      | 6            | 4         | 4,250                        | 9,100     | 11,000                             | 2,950     | 24,050                                  | 36,050      |
| Greensboro.....     | 1                | 31,050               | 11,150                    | 6,500       | 3            | 8         | 24,000                       | 42,500    | 182,965                            | 3,700     | 238,015                                 | 52,700      |
| Hickory.....        | 15               | 63,000               | 3,300                     | 63,000      | 2            | 15        | 850                          | 4,000     | 900                                | 5,900     | 12,000                                  | 105,900     |
| High Point.....     | 51               | 198,450              | 2,000                     | 198,450     | 1            | 51        | 3,475                        | 51,925    | 29,896                             | 82,363    | 35,371                                  | 332,738     |
| Kinston.....        | 7                | 29,800               | 7,000                     | 31,950      | 3            | 10        | 33,400                       | 3,500     | 18,225                             | 1,650     | 63,700                                  | 37,100      |
| Lexington.....      | 10               | 31,950               | 4,500                     | 10,000      | 4            | 3         | 38,475                       | 1,350     | 3,600                              | 7,370     | 12,200                                  | 18,720      |
| New Bern.....       | 3                | 10,000               | 147,150                   | 383,790     | 26           | 73        | 4,100                        | 2,800     | 4,830                              | 1,900     | 253,180                                 | 388,490     |
| Raleigh.....        | 67               | 383,790              | 2,000                     | 12,625      | 2            | 6         | 101,200                      | 112,750   | 6,500                              | 8,500     | 8,500                                   | 125,375     |
| Reidsville.....     | 6                | 12,625               | 3,200                     | 82,000      | 2            | 18        | 2,000                        | 23,050    | 3,500                              | 3,550     | 8,000                                   | 108,600     |
| Rocky Mount.....    | 16               | 82,000               | 275                       | 24,800      | 1            | 10        | 1,300                        | 14,555    | 34,500                             | 17,275    | 37,275                                  | 56,630      |
| Salisbury.....      | 5                | 24,800               | 18,000                    | 10,580      | 5            | 11        | 2,500                        | 10,000    | 10,000                             | 10,000    | 24,580                                  | 40,850      |
| Shelby.....         | 11               | 40,850               | 10,580                    | 40,850      | 3            | 11        | 14,000                       | 24,000    | 400                                | 2,350     | 2,350                                   | 32,700      |
| Statesville.....    | 5                | 8,300                | 350                       | 8,300       | 1            | 5         | 2,000                        | 24,000    | 400                                | 2,350     | 2,350                                   | 32,700      |
| Thomasville.....    | 4                | 18,250               | 6,500                     | 18,250      | 2            | 4         | 59,300                       | 50,500    | 49,653                             | 41,350    | 115,453                                 | 110,100     |
| Wilmington.....     | 11               | 49,200               | 13,000                    | 49,200      | 4            | 11        | 500                          | 37,700    | 4,000                              | 7,500     | 17,500                                  | 94,400      |
| Wilson.....         | 33               | 132,750              | 96,400                    | 132,750     | 22           | 33        | 54,600                       | 41,275    | 31,461                             | 55,974    | 182,461                                 | 229,999     |



## DIVISION OF STANDARDS AND INSPECTIONS

### STATE LAW INSPECTIONS

During the month of July 924 manufacturing, mercantile and service establishments employing a total of 21,231 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,653 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, recordkeeping and other provisions of the law. Immediate compliance was secured in 1,617 cases. Compliance was assured in connection with the remaining violations, most of which required additional time for correction.

The violations and compliances were as follows:

|                        | Violations | Compliances |
|------------------------|------------|-------------|
| Hour Law .....         | 81         | 92          |
| Child Labor .....      | 727        | 720         |
| Time Records .....     | 74         | 75          |
| Drinking Facilities .. | 16         | 19          |
| Sanitation .....       | 161        | 147         |
| Seats .....            | 5          | 3           |
| Safety Code .....      | 273        | 284         |
| Other .....            | 316        | 277         |

During the month 11 complaints alleging violations of the child labor and maximum hour laws were investigated by the Department's inspectors. Violations were substantiated in eight of these cases and immediate compliance secured. In the other three cases the inspector was unable to substantiate the alleged violations. One complaint alleging violations of State safety and health regulations was investigated and violations were substantiated. Recommendations necessary to correct such violations were made.

### Six-month Totals

During the first six months of 1946, a total of 4,970 firms employing 181,226 workers were inspected to secure compliance with the State labor laws and rules and regulations.

The violations found and compliances secured were as follows:

|                        | Violations | Compliances |
|------------------------|------------|-------------|
| Hour Law .....         | 453        | 330         |
| Child Labor .....      | 3,291      | 3,065       |
| Time Records .....     | 372        | 278         |
| Drinking Facilities .. | 148        | 107         |
| Sanitation .....       | 1,043      | 722         |
| Seats .....            | 19         | 19          |
| Safety Code .....      | 2,129      | 1,870       |
| Other .....            | 1,668      | 1,463       |

TOTALS..... 9,123 7,854

### WAGE-HOUR INSPECTIONS

Eighty-one inspections were made during July to secure compliance with the Fair Labor Standards Act.

Of the 81 firms inspected, seven were in full compliance with the law. One firm was violating the minimum wage provision; three firms were violating the overtime provisions; 24 firms were violating the recordkeeping provisions; three firms were violating the minimum wage and recordkeeping provisions; 33 firms were violating the overtime and recordkeeping provisions; seven firms were violating the minimum wage, overtime, and recordkeeping provisions; and three firms were violating the child labor provisions.

Thirty-eight firms paid a total of \$9,-

## 26 Tar Heel Cities Spend Over \$52,000,000 On Building In Two Years

**\$27,000,000 Spent in First Six Months of 1946;  
Charlotte Leads Cities; Durham 2nd, Raleigh 3rd**

025.45 in back wages to 239 workers during July. The 239 employees previously had been paid less than 40 cents an hour for their work, or had not been paid time and a half for overtime work.

### Apprenticeship Council Adopts Standards for the Training of Mechanics and Craftsmen

Basic standards for the training of apprentices in the skilled trades were adopted at a recent meeting of the North Carolina Apprenticeship Council.

Members of the Council are A. J. Fox and L. P. Kennedy, of Raleigh; R. M. Kermon, of Wilmington; Dewey Faires, of Charlotte; Harry G. Waynick, of Greensboro; E. T. Dorrity, of Winston-Salem; and George W. Coggin, of Raleigh.

C. L. Beddingfield, Council secretary, presented the annual activity report of the Division of Apprenticeship Training of the Department of Labor, of which he is director.

Authorized apprentice training programs are being operated at present in 97 establishments, with more than 300 apprentices enrolled, Beddingfield said.

### Veteran Trainees

Allowances paid veteran trainees under the G. I. Bill of Rights are not intended as a "subsidy for their production," Beddingfield told the Council. He emphasized that the wage rates agreed upon between the trainee and the employer must not take into consideration in any way the allowances paid the veteran by the government.

Pointing out that training of skilled craftsmen and mechanics reached a very low point during the war when emphasis was upon rapid assembly line production methods, Beddingfield said that the need for skilled workmen is now acute in many lines of trade. He said requests for accelerated apprenticeship training programs have been made by numerous representatives of the building trades, automobile maintenance and repair shops, the textile industry, and other industries.

Pointing up the need for skilled workers is a survey made recently by the Winston-Salem Chamber of Commerce, which showed the need for a minimum of 250 skilled mechanics and craftsmen in Winston-Salem alone.

Discussions in the Council meeting laid stress on the need for getting employers and labor unions to support the highly organized apprenticeship training programs available through application of the standards approved by the Council; supporting such programs in places where on-the-job G. I. training programs are already in operation; and supporting night classes in theoretical subjects related to the apprentice's specialty, by including related training as a part of the apprenticeship agreement.

### Standards Approved

The Council approved standards for training of apprentices by the plumbing and heating contractors of the Charlotte trade area; machinists and operating eu-

(Continued on page four)

More than \$52,000,000 was spent on all types of building construction by the 26 largest North Carolina cities during the biennial period from July 1944 through June 1946, according to a recent study made by the Division of Statistics.

Over \$27,000,000—more than half of the two-year total—was spent during the first six months of this year as the postwar building program began to get under way in earnest.

The totals are based upon estimates given by individual builders in securing their building permits, and do not include any actual building costs in excess of the advance estimates.

A total of \$16,900,000 was spent for construction of new dwellings to provide housing for 4,506 families. Additions, alterations and repairs to existing dwellings cost \$3,340,000. A breakdown of residential building shows that permits were issued for construction of 3,895 one-family dwellings, 181 two-family dwellings, and 58 dwellings designed to house three or more families.

The 3,034 nonresidential buildings of all types for which permits were issued were estimated to cost \$25,133,000. Additions, alterations and repairs to existing nonresidential buildings cost \$6,662,000. The nonresidential breakdown shows construction of 1,159 stores, 543 private garages, 523 factories, laundries, bakeries and workshops, 105 office buildings and banks, 24 institutional buildings, 21 educational buildings, 20 public works and utilities buildings, 76 churches, 170 commercial garages, 41 amusement and recreation places, 66 service stations, four public buildings, and 282 other miscellaneous structures, including temporary buildings.

The \$52,000,000 spent during the past biennium is more than five times as much as was spent during the biennium 1942-1944, when all construction was estimated to cost only \$10,000,000.

Sixteen of the 26 cities of more than 10,000 population spent over a million dollars each on building construction during the biennium.

Leading the list of cities in expenditures was Charlotte, with a total of \$9,832,000 spent for all types of building. Durham was second, with an expenditure of \$5,405,000. Raleigh took third place, with estimated costs totaling \$4,700,000.

Other cities with expenditures aggregating more than a million dollars during the two-year period were: Winston-Salem, \$4,149,000; Greensboro, \$3,393,000; Burlington, \$2,240,000; Wilmington, \$2,224,000; High Point, \$2,149,000; Asheville, \$2,070,000; Fayetteville, \$1,617,000; Rocky Mount, \$1,409,000; Statesville, \$1,392,000; Salisbury, \$1,312,000; Goldsboro, \$1,262,000; Lexington, \$1,171,000; Wilsou, \$1,100,000.

Cities with expenditures totaling less than a million dollars were: Hickory, \$928,000; Gastonia, \$817,000; Kinston, \$809,000; Shelby, \$801,000; Greenville, \$743,000; Reidsville, \$615,000; New Bern, \$568,000; Concord, \$564,000; Elizabeth City, \$452,000; Thomasville, \$311,000.



# Industrial Earnings Average \$31.17 Per Week In July

## YOUR NORTH CAROLINA DEPARTMENT OF LABOR

### Hourly Earnings Up To New High of 80.2 Cents

Average weekly earnings of over 275,000 workers in 2,103 North Carolina industrial establishments rose 0.2 per cent during July compared with June. Earnings averaged \$31.17 during July, compared with \$31.05 in June.

Hourly earnings rose 0.6 per cent during the month to a new high of 80.2 cents.

Total employment in the 2,103 reporting firms dropped 0.5 per cent, and the aggregate weekly pay roll of \$8,578,917 was also down 0.3 per cent. The workweek in all industries averaged 38.9 hours.

The average worker in a manufacturing industry worked 38.7 hours for 81 cents an hour, or \$31.32 per week. The average worker in a nonmanufacturing industry put in 41.4 hours for 70.6 cents an hour, or \$29.18 per week.

Most manufacturing industries showed slight increases in hourly rates of pay, as did the majority of nonmanufacturing group. Earnings in retail stores went up 2.9 per cent over the month. Earnings in woolen mills increased 3.3 per cent.

### Apprenticeship Council Adopts Training Standards

(Continued from page three)

gineers, N. C. Finishing Company, Salisbury; plastering contractors, Charlotte;

carpenters in the Wilson Brothers Finishing Company, Rural Hall; carpenters and brickmasons, Reinceke Body Shop, Fayetteville; auto mechanics and body repairmen, Standard Garage and Body Shop, Fayetteville; auto mechanics and body repairmen, P & D Motor Company, Fayetteville; carpenters, painters, plumbers and electricians, Forsyth County Maintenance Department; and brickmasons, Greensboro.

Joint apprenticeship committees representing labor and management were approved by the Council in three cases.

### Labor Divisions Active During Biennium

(Continued from page one)

of all building inspectors in towns of over 500 population having building codes in reporting to the Division each month the value of building permits issued. This information is published monthly and is available upon request for individual cities either by months or by selected periods.

The first safety regulation for the building industry was written some 3,400 years ago by Moses (Deuteronomy 22:8): "When thou buildest a new house, then thou shalt make a battlement for thy roof, that thou bring not blood upon thine house, if any man fall from thence."

As a feature of interest to those who are unfamiliar with the various labor and industrial services available through the Department of Labor, this bulletin is carrying each month a brief description of one division of the Department. The article below is the fourth in this series.

\* \* \* \*

### DIVISION OF APPRENTICESHIP TRAINING

The function of this Division is to establish equitable, uniform standards for the apprentice training of young men and women interested in becoming craftsmen in the skilled trades.

The Division encourages young people to become skilled workmen—craftsmen and mechanics—by taking advantage of apprenticeship programs which are continually being developed in the skilled trades.

Currently, emphasis is being placed upon development of apprenticeship programs for the training of veterans. All training programs approved by the Division are operated according to the standards set up in the Voluntary Apprenticeship Act of 1939.

About 2,400,000 veterans of World War II were employed in manufacturing in May 1946—almost double the number in December 1945—according to the Bureau of Labor Statistics.

## EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

July 1946 Compared with June 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. <sup>b</sup> PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|--------------------------------|--------------|-------------------|--------------|
|   |              | No.            | % Chg.       | AMT.               | % Chg.       | AMT.              | % Chg.       | AMT.                           | % Chg.       | AMT.              | % Chg.       |
| <b>Manufacturing:</b>                                   |              |                |              |                    |              |                   |              |                                |              |                   |              |
| TOTAL   | 1,352        | 254,997        | — 0.5        | \$7,987,682        | — 0.4        | \$31.32           | + 0.1        | 38.7                           | — 0.3        | \$1.0             | + 0.5        |
| Brick, Tile, Terra Cotta                                | 15           | 895            | + 6.4        | 27,422             | + 2.4        | 30.64             | — 3.8        | 42.1                           | — 2.8        | 72.9              | — 0.8        |
| Cotton Goods  | 316          | 115,451        | — 0.3        | 3,462,915          | + 0.6        | 29.99             | + 0.9        | 38.0                           | + 0.8        | 78.9              | no ch.       |
| Cottonseed Oil  | 13           | 300            | —19.6        | 8,903              | —10.1        | 29.68             | +11.8        | 46.0                           | + 9.8        | 64.6              | + 1.9        |
| Dyeing and Finishing                                    | 18           | 4,787          | — 2.2        | 154,298            | — 3.3        | 32.23             | — 1.2        | 38.4                           | — 1.5        | 83.9              | + 0.2        |
| Fertilizer  | 44           | 1,192          | — 8.0        | 34,204             | — 4.0        | 28.69             | + 4.3        | 41.3                           | + 1.0        | 69.6              | + 3.4        |
| Food and Kindred Products                               | 215          | 6,893          | + 3.8        | 200,511            | + 3.7        | 29.09             | — 0.1        | 43.1                           | — 0.9        | 67.6              | + 1.0        |
| Furn., Bedsprings and Mattresses                        | 93           | 16,307         | ×            | 455,528            | — 3.1        | 27.93             | — 3.1        | 37.9                           | — 4.3        | 73.8              | + 1.5        |
| Hosiery, Full-fashion                                   | 59           | 14,888         | — 0.2        | 539,156            | — 1.1        | 36.21             | — 0.9        | 36.7                           | — 2.7        | 98.6              | + 1.6        |
| Hosiery, Seamless                                       | 128          | 17,899         | — 1.1        | 479,245            | + 0.9        | 26.77             | + 2.0        | 35.8                           | + 0.6        | 74.7              | + 1.4        |
| Iron and Steel Group                                    | 23           | 1,382          | + 0.7        | 50,923             | + 8.2        | 36.85             | + 7.5        | 43.2                           | + 5.9        | 85.3              | + 1.5        |
| Knit Goods, Flat  | 8            | 4,235          | — 0.1        | 126,176            | ×            | 29.79             | + 0.1        | 38.6                           | + 0.8        | 77.2              | — 0.6        |
| Lumber (including planing mills)                        | 63           | 5,187          | — 3.7        | 146,743            | — 5.6        | 28.29             | — 1.9        | 42.8                           | — 3.4        | 66.1              | + 1.5        |
| Machinery Group   | 54           | 2,428          | — 1.7        | 96,224             | — 2.4        | 39.63             | — 0.7        | 43.6                           | — 1.6        | 90.9              | + 0.9        |
| Paper Boxes   | 18           | 1,008          | — 3.4        | 26,436             | — 5.8        | 26.23             | — 2.5        | 38.8                           | — 3.0        | 67.6              | + 0.6        |
| Pulp and Paper Mills                                    | 7            | 5,082          | + 1.6        | 235,144            | + 3.2        | 46.27             | + 1.6        | 43.9                           | + 1.6        | 105.4             | no ch.       |
| Printing and Publishing                                 | 59           | 1,707          | — 1.4        | 67,811             | — 0.9        | 39.73             | — 0.5        | 39.2                           | + 0.8        | 101.3             | — 0.3        |
| Rayon Goods   | 26           | 8,615          | ×            | 291,766            | — 0.3        | 33.87             | — 0.3        | 40.7                           | — 1.0        | 83.2              | + 0.5        |
| Stemmeries and Redrying Plants                          | 36           | 7,299          | + 2.7        | 197,789            | + 2.4        | 27.10             | — 5.0        | 38.4                           | — 4.0        | 70.6              | — 1.1        |
| Tobacco Products  | 9            | 13,944         | — 0.7        | 497,531            | — 3.4        | 35.68             | — 2.7        | 40.2                           | — 2.0        | 89.8              | + 0.3        |
| Woolen Mills  | 8            | 4,319          | — 2.2        | 157,409            | + 1.7        | 36.45             | + 4.1        | 42.8                           | + 0.9        | 85.2              | + 3.3        |
| Other Industries  | 140          | 21,179         | — 2.8        | 731,548            | — 2.5        | 34.54             | + 0.3        | 39.3                           | — 0.8        | 87.8              | + 1.0        |
| <b>Nonmanufacturing:</b>                                |              |                |              |                    |              |                   |              |                                |              |                   |              |
| TOTAL   | 751          | 20,262         | — 0.7        | \$ 591,235         | + 1.3        | \$29.18           | + 2.0        | 41.4                           | + 0.7        | 70.6              | + 1.4        |
| Retail  | 456          | 8,458          | — 3.3        | 208,779            | + 0.1        | 24.68             | + 3.5        | 38.8                           | + 0.8        | 63.7              | + 2.9        |
| Wholesale   | 166          | 2,474          | ×            | 101,908            | — 0.2        | 41.19             | — 0.2        | 43.5                           | + 0.2        | 94.8              | — 0.3        |
| Laundries, Dyeing and Cleaning                          | 52           | 2,573          | + 1.7        | 53,570             | + 4.1        | 20.82             | + 2.4        | 46.4                           | + 1.3        | 44.9              | + 1.1        |
| Mines and Quarries                                      | 22           | 756            | + 4.6        | 22,807             | + 4.9        | 30.17             | + 0.3        | 43.0                           | — 1.6        | 70.1              | + 1.7        |
| Public Utilities  | 35           | 4,749          | + 2.6        | 183,507            | + 2.6        | 38.64             | ×            | 40.7                           | — 0.2        | 95.0              | + 0.3        |
| Hotels  | 20           | 1,252          | — 3.9        | 20,664             | — 0.9        | 16.50             | + 3.1        | 45.9                           | + 3.4        | 36.0              | — 0.3        |
| <b>TOTAL ALL MANUFACTURING<br/>AND NONMANUFACTURING</b> | <b>2,103</b> | <b>275,259</b> | <b>— 0.5</b> | <b>\$8,578,917</b> | <b>— 0.3</b> | <b>\$31.17</b>    | <b>+ 0.2</b> | <b>38.9</b>                    | <b>— 0.3</b> | <b>80.2</b>       | <b>+ 0.6</b> |

× Less than .1%.



# North Carolina Labor and Industry

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No. 10

## FIRE SAFETY IN INDUSTRIAL PLANTS

By GEORGE B. CHERRY

Safety Inspector, N. C. Dept. of Labor

The month of October has been designated as the time to take inventory of all fire hazards and to eliminate such hazards as may exist in the factory and home.

Recent reports have shown that fires are very closely related to industrial accidents inasmuch as they are caused by two factors:

1. Unsafe acts.
2. Unsafe conditions.

Records tend to prove that the majority of industrial fires are the result of unsafe conditions. These conditions can be remedied by thorough inspections. Therefore, safety committees and engineers should give the same consideration to the elimination of potential fire hazards during the course of their inspections as they give to mechanical hazards.

The violation of unsafe acts, however, is of vital importance in fire safety, even though unsafe conditions are permitted to exist. Records reveal that the greatest hazard, the one that causes the greatest property damage and loss of life, is the common match, which is used mostly in connection with smoking. For this reason, establishments which permit smoking within the plant or yard should provide and encourage the use of refuse receptacles and other facilities, conveniently located, in order that this hazard may be controlled.

The safety engineer and committee should always have three definite thoughts in mind relative to fire safety when making an inspection, namely:

1. Protection of the lives of employees.
2. Protection and conservation of property.
3. Avoiding indirect losses, which directly affect management and employees, such as interruption of business, loss of wages, loss of production.

With these three important thoughts in mind, the inspector should make every effort to eliminate all potential and actual fire hazards in the factory and in other work places. This can be accomplished by adhering to good housekeeping, proper storage and segregation of combustible and readily inflammable materials, proper maintenance of all electrical equipment, controlling sparks from grinding and welding operations and from chimneys, checking the fire fighting apparatus at frequent intervals, and encouraging safe acts and discouraging unsafe acts by all personnel.

Let's eliminate all fire hazards this month!

## Hourly Earnings in Tar Heel Textile Industry More Than Double During Past Ten Years

### AN OUTSTANDING SAFETY RECORD

By THOMAS B. TYSON

Safety Inspector, N. C. Dept. of Labor

The Charlotte Workshop for the Blind, Inc., has rolled up a most outstanding safety record. The workshop, which during the war years employed an average of about 32 persons, has not had a single lost-time injury since 1938. In addition to this fine record, the workshop has not had to report even a single minor injury (first aid case) to its Workmen's Compensation Insurance carrier.

Mr. J. L. Parker, plant superintendent, has been in charge of the operations of the workshop since 1938. The shop is sponsored by the Charlotte Lions Club whose president, Mr. John L. Stickley, is also president of the Charlotte Workshop for the Blind, Inc. The workshop is affiliated with the National Industries for the Blind.

During the war years, beginning with 1942 and extending through August, 1946, the employees of the workshop put in a total of 282,000 man-hours of work without a lost-time accident. The establishment made approximately 8,000,000 pillow cases for the U. S. Army, the Navy, and other governmental agencies. At present it has a contract with the U. S. Navy for pillow cases, and an additional contract with the U. S. Army for pillow cases beginning in January 1947. Due to the shortage of cloth, however, it has been unable to begin operations upon the Navy contract. At the present time the plant is engaged in sewing operations upon the manufacture of dish cloths and mops.

The machinery in this plant consists of sewing machines, cloth cutters, and circular knife machines for cutting yarns used in making mops. Approximately three fourths of the employees are blind.

### 28 Firms Apply for Safety Achievement Certificates

A total of 28 manufacturing plants have made application for the Certificate of Safety Achievement which is being offered by the Department of Labor to mills which effect a 40 per cent reduction in their accident frequency rate during a six-month period compared with the same six-month period of the previous year, or which maintains a perfect accident rate during a six-month period.

(Continued on page three)

### Thirty-eight Cents in 1937 . . . Eighty-six Cents Now

Average hourly earnings in the North Carolina textile industry have more than doubled in the past ten years.

Many people can remember the time when the textile industry had the reputation of being the "catch all" industry of low wages and unskilled labor. This reputation applied to the industry on a national scale; it was not confined to any particular low-wage region.

Such is no longer the case. Despite a few brief periods of wage recession in which average hourly earnings showed decreases, wages in the North Carolina textile industry have been consistently on the rise during past ten years.

#### 1934-1946

Hourly earnings of textile workers in North Carolina, and in the South generally, averaged 35.6 cents in the midst of the depression in 1934.

By 1937 textile earnings had risen to 38.3 cents. The temporary depression which occurred in 1937-38 caused a reduction in hourly earnings, and in January 1939 earnings averaged only 36.6 cents. By the end of that year, earnings had climbed to 38.9 cents.

During the 12-month period from January 1940 to January 1941, textile average earnings rose from 39.2 cents to 40.3 cents. A steady climb throughout 1941 brought average earnings to 48.4 cents in January 1942. By January 1943, again as the result of slowly accumulating monthly increases, earnings had risen to 56 cents. Increases were slight during 1943, and by January 1944 average earnings had increased by only 1.4 cents to 57.4 cents an hour. The year 1944, however, saw a gradual rise in earnings until by January 1945 they averaged 65.8 cents.

#### The Current Year

By January 1946, textile earnings had risen to 69.2 cents.

With the ending of the war in 1945, the cost of living also began to increase over and above the accumulated rises which occurred during the war years. Demands for wage increases were heard in the textile industry as well as in all other segments of the economy.

In February this year, earnings had risen to 73.9 cents. In March there was another jump to 77.9 cents. The figure for April was 78.5 cents, and during the following three months earnings averaged 78.9 cents.

(Continued on page three)



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## Employment of Women in Manufacturing Shows Slight Increase Over July

Employment of women as wage earners in manufacturing industries, which has been steadily on the down grade since the end of the war, took a slight upswing during the month of August when a total of 97,698 women were reported employed by 1,311 manufacturing firms in the State. The employed women comprise 39.7 per cent of the 246,118 workers in the plants surveyed.

Percentage of women in the piedmont area was 42.5; in the mountain section, (Continued on page three)

## Building Activity Shows Slight Increase in August

### Estimated Costs Increase on Housing and Nonresidential Building

The estimated cost of buildings authorized for construction in the 26 North Carolina cities of over 10,000 population and in 61 smaller towns increased from \$4,425,000 in July to \$4,878,000 in August.

Estimates on all residential construction in August were higher than in July, the costs being \$2,931,000 in August and \$2,834,000 in July.

August nonresidential building estimates showed a considerable increase over the July figure, with August costs of \$1,946,000 compared with July costs of \$1,590,000.

The figures for both months for residential and nonresidential building include the costs of additions, alterations and repairs to existing buildings, as well as estimates given for new buildings.

Dwellings authorized for construction in August included 616 one-family dwellings, 31 two-family dwellings, two three- and four-family dwellings, and three tourist cabins. The 652 housing units, when completed, will provide housing for 685 families.

The average estimated cost given for construction of a one-family dwelling was approximately \$3,970.

Nonresidential buildings authorized dur-

ing the month included 113 stores, 62 private garages, 47 factories and workshops, 11 commercial garages, six bank and office buildings, six service stations, two public works buildings, two churches, one institutional building, and 38 other miscellaneous buildings, making a total of 293 nonresidential buildings.

Residential alterations and repairs cost \$265,600. Nonresidential alterations and repairs cost \$452,800.

Charlotte led the reporting cities in August, with estimated building costs totaling \$578,000. High Point was second, with \$360,000. Durham was third, with \$250,000.

## Type of August Building Construction in 26 Reporting Cities

| Type of Building  | No. | Buildings for Which Permits Were Issued | Cost        |
|---|-----|---|-------------|
| NEW HOUSEKEEPING DWELLINGS:   |     |   |             |
| One-family dwellings .....  | 453 |   | \$1,917,425 |
| Two-family dwellings .....  | 20  |   | 131,800     |
| Three- and four-family dwellings ..   | 1   |   | 18,000      |
| TOTAL.....  | 474 |   | \$2,067,225 |
| NEW NONRESIDENTIAL BUILDINGS:   |     |   |             |
| Amusement and recreation places..   | 4   | \$                                      | 5,200       |
| Churches.....   | 1   |   | 2,500       |
| Factories, bakeries, ice plants, laundries and other workshops....              | 36  |   | 639,090     |
| Garages, commercial .....   | 7   |   | 65,900      |
| Garages, private .....  | 46  |   | 27,005      |
| Gasoline and service stations .....   | 3   |   | 15,000      |
| Office buildings, including banks....   | 3   |   | 1,650       |
| Public works and utilities .....  | 2   |   | 6,000       |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc..... | 11  |   | 1,180       |
| Stores and other mercantile bldgs. ....   | 81  |   | 313,182     |
| All other nonresidential .....  | 10  |   | 2,500       |
| TOTAL.....  | 204 |   | \$1,079,207 |
| ADDITIONS, ALTERATION, AND REPAIRS:   |     |   |             |
| Housekeeping dwellings .....  | 354 | \$                                      | 210,920     |
| Nonhousekeeping dwellings .....   | 1   |   | 2,500       |
| On nonresidential buildings .....   | 136 |   | 315,783     |
| TOTAL.....  | 491 | \$                                      | 529,203     |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES AUGUST 1945 AND AUGUST 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | Aug. 1945           | Aug. 1946 | Percentage Change | Aug. 1945      | Aug. 1946   | Percentage Change |
| TOTAL.....                              | 669                 | 1,169     | + 74.7            | \$1,630,487    | \$3,675,635 | +125.4            |
| Residential buildings.....              | 183                 | 474       | +159.0            | 666,040        | 2,067,225   | +210.4            |
| Nonresidential buildings.....           | 106                 | 204       | + 92.5            | 671,237        | 1,079,207   | + 60.8            |
| Additions, alterations and repairs..... | 380                 | 491       | + 29.2            | 293,210        | 529,203     | + 80.5            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES JULY 1946 AND AUGUST 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |           |                   | ESTIMATED COST |             |                   |
|---|---------------------|-----------|-------------------|----------------|-------------|-------------------|
|   | July 1946           | Aug. 1946 | Percentage Change | July 1946      | Aug. 1946   | Percentage Change |
| TOTAL.....                              | 949                 | 1,169     | +23.2             | \$3,310,423    | \$3,675,635 | +11.0             |
| Residential buildings.....              | 436                 | 474       | + 8.7             | 2,166,055      | 2,067,225   | - 4.6             |
| Nonresidential buildings.....           | 158                 | 204       | +29.1             | 768,612        | 1,079,207   | +40.4             |
| Additions, alterations and repairs..... | 355                 | 491       | +38.3             | 375,756        | 529,203     | +40.8             |

## SUMMARY OF AUGUST 1946 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of August 1945 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |             |              |           | NEW NONRESIDENTIAL BUILDINGS |             | ADDITIONS, ALTERATIONS AND REPAIRS |           | ESTIMATED COST OF ALL CONSTRUCTION WORK |             |
|---------------------|------------------|----------------------|---------------------------|-------------|--------------|-----------|------------------------------|-------------|------------------------------------|-----------|---|-------------|
|                     |                  |                      | ESTIMATED COST            |             | No. FAMILIES |           | Aug. 1945                    | Aug. 1946   | Aug. 1945                          | Aug. 1946 | Aug. 1945                               | Aug. 1946   |
|                     |                  |                      | Aug. 1945                 | Aug. 1946   | Aug. 1945    | Aug. 1946 |                              |             |                                    |           |   |             |
| TOTAL.....          | 474              | \$2,067,225          | \$666,040                 | \$2,067,225 | 189          | 497       | \$671,237                    | \$1,079,207 | \$293,210                          | \$529,203 | \$1,630,487                             | \$3,675,635 |
| Asheville.....      | 19               | 83,900               | 13,200                    | 83,900      | 5            | 19        | 114,080                      | 34,610      | 57,586                             | 17,668    | 184,866                                 | 136,178     |
| Burlington.....     | 14               | 63,450               | 4,400                     | 63,450      | 2            | 14        | 15,075                       | 120,100     |                                    | 28,450    | 19,475                                  | 212,000     |
| Charlotte.....      | 73               | 358,480              | 242,200                   | 358,480     | 47           | 77        | 189,499                      | 133,027     | 37,320                             | 87,250    | 469,019                                 | 578,757     |
| Concord.....        | 3                | 10,200               | 3,550                     | 10,200      | 4            | 3         | 10,600                       | 5,900       | 9,000                              | 3,900     | 23,150                                  | 20,000      |
| Durham.....         | 26               | 138,375              | 119,890                   | 138,375     | 24           | 36        | 4,500                        | 22,105      | 18,805                             | 89,800    | 143,195                                 | 250,280     |
| Elizabeth City..... | 1                | 1,750                |                           | 1,750       |              | 1         | 34,340                       |             |                                    | 7,500     | 34,340                                  | 9,250       |
| Fayetteville.....   | 16               | 25,250               | 29,200                    | 25,250      | 18           | 16        | 18,250                       | 9,300       | 5,615                              | 7,786     | 53,065                                  | 42,336      |
| Gastonia.....       | 22               | 36,100               | 8,000                     | 36,100      | 4            | 22        | 27,000                       | 190,000     | 350                                | 4,100     | 35,350                                  | 230,200     |
| Goldensboro.....    | 5                | 15,000               | 10,700                    | 15,000      | 3            | 6         | 3,750                        | 25,150      | 750                                | 5,350     | 15,200                                  | 45,500      |
| Greensboro.....     | 31               | 139,950              | 36,300                    | 139,950     | 13           | 31        | 34,850                       | 20,345      | 26,065                             | 33,855    | 97,215                                  | 194,150     |
| Greenville.....     |                  |                      |                           |             |              |           |                              | 8,350       | 400                                | 1,000     | 400                                     | 9,350       |
| Hickory.....        | 12               | 45,400               |                           | 45,400      |              | 15        |                              | 33,750      | 12,500                             | 5,200     | 12,500                                  | 84,350      |
| High Point.....     | 19               | 79,950               | 12,950                    | 79,950      | 4            | 19        | 72,010                       | 245,775     | 32,890                             | 34,871    | 117,850                                 | 360,596     |
| Kinston.....        | 15               | 76,300               | 18,400                    | 76,300      | 6            | 15        | 5,500                        | 14,600      |                                    |           | 23,900                                  | 90,900      |
| Lexington.....      | 43               | 234,775              | 9,000                     | 234,775     | 4            | 43        | 5,000                        | 6,600       | 7,685                              | 300       | 21,685                                  | 241,675     |
| New Bern.....       |                  |                      | 1,000                     |             | 1            |           | 3,000                        | 13,800      | 5,300                              | 18,600    | 9,300                                   | 32,400      |
| Raleigh.....        | 30               | 184,125              | 48,750                    | 184,125     | 17           | 33        | 29,933                       | 9,420       | 3,525                              | 10,900    | 82,208                                  | 204,445     |
| Reidsville.....     | 8                | 25,200               | 1,000                     | 25,200      | 1            | 8         | 10,400                       | 7,200       | 4,485                              | 700       | 15,885                                  | 33,100      |
| Rocky Mount.....    | 24               | 102,500              | 5,000                     | 102,500     | 2            | 24        | 650                          | 4,950       | 800                                | 6,100     | 6,450                                   | 113,550     |
| Salisbury.....      | 9                | 37,600               | 17,100                    | 37,600      | 5            | 10        | 35,100                       | 5,625       | 3,759                              | 6,990     | 55,959                                  | 50,215      |
| Shelby.....         | 22               | 51,600               |                           | 51,600      |              | 22        |                              | 6,500       | 6,050                              |           | 6,050                                   | 58,100      |
| Statesville.....    | 19               | 64,000               | 9,000                     | 64,000      | 3            | 19        | 18,800                       | 1,850       | 10,000                             |           | 37,800                                  | 65,850      |
| Thomasville.....    | 7                | 22,400               | 6,600                     | 22,400      | 3            | 8         | 13,400                       | 1,100       |                                    | 200       | 20,000                                  | 23,700      |
| Wilmington.....     | 13               | 80,500               |                           | 80,500      |              | 13        | 6,600                        | 69,400      | 26,434                             | 76,743    | 33,034                                  | 226,643     |
| Wilson.....         | 18               | 75,850               | 11,000                    | 75,850      | 4            | 18        | 500                          | 42,050      |                                    |           | 11,500                                  | 117,900     |
| Winston-Salem.....  | 25               | 114,570              | 58,800                    | 114,570     | 19           | 25        | 18,400                       | 47,700      | 23,891                             | 81,940    | 101,091                                 | 244,210     |



## DIVISION OF STANDARDS AND INSPECTIONS

### State Law Inspections

During the month of August 738 manufacturing, mercantile and service establishments employing a total of 25,747 workers were inspected under the provisions of the North Carolina labor laws and rules and regulations by the inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,333 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, recordkeeping and other provisions of the law. Immediate compliance was secured in 921 cases. Compliance was assured in connection with the remaining violations, most of which required additional time for correction.

The violations and compliances were as follows:

|                        | Violations | Compliances |
|------------------------|------------|-------------|
| Hour Law .....         | 78         | 36          |
| Child Labor .....      | 523        | 456         |
| Time Records .....     | 70         | 40          |
| Drinking Facilities .. | 24         | 7           |
| Sanitation .....       | 141        | 69          |
| Seats .....            | 2          | 1           |
| Safety Code .....      | 231        | 144         |
| Other .....            | 264        | 168         |

During the month six complaints alleging violations of the child labor and maximum hour laws were investigated by the Department's inspectors. Violations were substantiated in four of these cases and immediate compliance secured. In the other three cases the inspector was unable to substantiate the alleged violations. Three complaints alleging violations of State safety and health regulations were investigated. Violations were substantiated in two of these cases and recommendations necessary to correct such violations were made. The inspector was unable to substantiate the alleged violations in the other case.

### Wage-Hour Law Inspections

Eighty-seven inspections were made during August to secure compliance with the provisions of the Fair Labor Standards Act.

Of the 87 firms inspected, 17 were in full compliance with all provisions of the wage and hour law. Thirty-two firms were violating the overtime compensation and recordkeeping provisions. Nine establishments were violating the minimum wage, overtime and recordkeeping provisions. Twenty-nine firms were violating the recordkeeping provisions only.

The 87 plants inspected during August employed 2,055 workers covered by the provisions of the Fair Labor Standards Act.

Forty establishments paid a total of \$14,060 in back wages to 512 workers during August. The 512 workers previously had been paid less than 40 cents an hour—the minimum wage under the wage-hour law—or had not been paid time and a half for overtime.

## Survey Shows Industrial Employment Trends In North Carolina During Years of War Period

### Employment of Minors Shows Drop in August

A total of 2,849 minors under 18 years of age were certified for work by superintendents of public welfare throughout the State during August. The total included 1,577 boys and 1,272 girls.

The August total represents a marked drop from the July figure of 3,501, reflecting the fact that toward the end of summer, few minors apply for vacation and part-time work permits.

Of the 2,125 employment certificates issued during August to minors 16 and 17 years of age, only 432 were for vacation and part-time work. The others were for full-time employment. A total of 1,693 boys and girls 16 and 17 years of age were certified for regular employment—1,226 of them in manufacturing industries, 431 in nonmanufacturing industries, and 36 in the construction industry. Among the 432 minors issued vacation and part-time certificates, 117 were employed in manufacturing, 305 in nonmanufacturing work, and 10 in construction work.

A total of 705 minors 14 and 15 years of age were certified for vacation and part-time work in nonmanufacturing jobs. These included 319 boys and 386 girls.

Nineteen boys aged 12 and 13 were certified for work in news delivery jobs.

### 28 FIRMS APPLY FOR SAFETY ACHIEVEMENT CERTIFICATES

(Continued from page one)

Seventeen of the mills which applied reported no accidents, or a perfect record, during the six-month period. Others reported reductions in frequency rates ranging from 40.9 per cent to 75 per cent.

The award, which will be presented jointly by the North Carolina Department of Labor and the U. S. Department of Labor, is part of a program for the reduction of industrial accidents which is being pushed by the State and Federal Labor departments, with the assistance of a large committee of industrial safety directors from manufacturing plants throughout the State.

### EMPLOYMENT OF WOMEN SHOWS SLIGHT INCREASE OVER JULY

(Continued from page two)

32.2; in the coastal plain, 29.5. The August figure represents an increase of one tenth of one per cent over the July female employment total.

Percentage of women employed in 12 major industry groups was as follows: flat knit goods, 69; seamless hosiery, 68; stemmeries and redrying plants, 58.6; full-fashioned hosiery, 56.5; paper boxes, 48.6; rayon goods, 45.2; cotton textiles, 41.7; tobacco products, 40.1; woolen mills, 38.2; dyeing and finishing, 34; food and kindred products, 28.6; furniture, bedsprings and mattresses, 13.

### Current Employment Gaining Steadily in 1946

Nonagricultural employment in North Carolina during the war years increased from a low of 584,000 in February 1939 to a peak point of 761,000 in November 1942, according to estimates just released by the Bureau of Labor Statistics of the U. S. Department of Labor.

In March 1946, the B. L. S. estimate says, nonagricultural employment in North Carolina was back up to 706,000, after having averaged approximately 685,000 during the year 1945.

Besides giving the estimated monthly figure from 1939 through 1945, the estimate also presents annual averages. The 1939 average was 616,000. The beginning of defense production activities in late 1940 was largely responsible for increasing the figure to 635,000 for that year. Development of the defense program throughout 1941 brought nonagricultural employment to 705,000. With the beginning of America's wars, the figure increased to an average of 731,000 for the year 1942. By 1943 it had reached the highest annual average of the entire war years—737,000. The average for 1944 dropped to 707,000, and in 1945 to 685,000.

Since the beginning of this year, nonagricultural employment has again been on the upgrade, with a steady increase. Beginning with an estimated 694,000 in January, there was an increase to 697,000 in February, and a more decided increase to 706,000 in March. In May this had increased to 708,000, and in June to 712,000—the latest month for which a B. L. S. report is available. In June, according to the estimate, nonagricultural employment in North Carolina was approximately 49,000 below the peak employment point reached during the war.

### HOURLY EARNINGS IN TAR HEEL TEXTILES MORE THAN DOUBLE

(Continued from page one)

Recent general wage increases applying throughout the textile industry brought August average earnings to \$6.1 cents an hour.

#### Textile Earnings Now Above Average

In August, surveys of 1,349 firms representing over 20 major manufacturing industry groups in the State showed the earnings for all firms averaged 85.7 cents an hour. The textile industry average was slightly higher than the average for all manufacturing industries.

By comparison with the other 19 major manufacturing industries which the Department of Labor surveys monthly, the textile industry in August held tenth place in average hourly earnings. Here are the August figures for the ten major manufacturing industries having the highest average hourly earnings:

|                               |       |
|-------------------------------|-------|
| Pulp and Paper .....          | 107.6 |
| Full-fashioned Hosiery .....  | 104.5 |
| Printing and Publishing ..... | 102.9 |
| Tobacco Products .....        | 96.7  |
| Machinery .....               | 92.2  |
| Rayon .....                   | 91.5  |
| Dyeing and Finishing .....    | 90.4  |
| Woolen Mills .....            | 88.7  |
| Iron and Steel .....          | 87.9  |
| Cotton Goods .....            | 86.1  |



# Industrial Earnings Show a Marked Upswing in August

## Wages Average 84.4 Cents an Hour, \$33.40 a Week

Both hourly and weekly earnings of 283,833 employees in 2,137 North Carolina industrial firms showed marked increases during August, compared with average earnings in the month of July.

The overall average increase was 7.4 per cent for weekly earnings and 5.5 per cent for hourly earnings.

Total employment in the reporting firms also increased 3.7 per cent over the month. Industrial pay rolls were up 11.3 per cent to a weekly total of \$9,480,081. The average weekly earnings of all employees surveyed were \$33.40, and the average hourly earnings were 84.4 cents.

The major portion of the hourly and weekly increases occurred in manufacturing industries. Surveys of 1,349 manufacturing firms showed an increase averaging 7.9 per cent for weekly wages and 5.8 per cent for hourly wages.

Weekly earnings in the 788 nonmanufacturing firms surveyed showed an increase of only 0.4 per cent, and an hourly increase of 0.6 per cent.

The average manufacturing worker received \$33.76 per week. The average nonmanufacturing worker was paid \$28.94.

Among 20 major manufacturing groups, only one group—stemmeries and redrying plants—failed to show a substantial in-

crease in hourly earnings during August.

Three industries showed hourly earnings of more than \$1. These were pulp and paper mills, \$1.07; full-fashioned hosiery, \$1.04, and the printing and publishing industry, \$1.02.

Lowest hourly earnings were in the laundries, dyeing and cleaning industry group, with an average of 45.4 cents; and the hotel industry, with an average of 36.5 cents.

## Safety Records

The *Furniture Worker*, plant publication of the Hickory Manufacturing Company, chalks up another score on the safety record billboard:

"There is quite a bit of interest among industrial plants over the State about employees with the best safety record, that is, the greatest number of years without a lost-time accident. One plant has a man with 50 years of service without having lost any time as the result of an injury on the job.

"Here in our plant, we believe T. F. ('Uncle Tom') Bolick, Charlie Holton and Lloyd Hyder have the record. 'Uncle Tom' has worked 41 years, Charlie 40, and Lloyd 37 years without losing any time because of an accident on the job. That's a total of 118 years for the three in more or less hazardous work, and we think it's a remarkably fine record."

## YOUR NORTH CAROLINA DEPARTMENT OF LABOR

As a feature of interest to those who are unfamiliar with the various labor and industrial services available through the Department of Labor, this bulletin is carrying each month a brief description of one division of the Department. The article below is the fifth in this series.

\* \* \* \*

## BUREAU OF LABOR FOR THE DEAF

The Bureau of Labor for the Deaf is responsible for the placement of deaf people in industrial jobs, making it possible for these handicapped persons to participate in a productive manner in the economic life of the State.

The Bureau is, in effect, an employment service for people handicapped by deafness. The duties of this division involves all aspects of placement work for deaf people, including the job of making and maintaining industrial contacts, placement of the worker in the job most suited to his individual abilities, and follow-up visits and interviews to check upon the adjustment and efficiency of the worker at his job.

Through the assistance provided by the Bureau, many deaf people in North Carolina whose deafness had previously been a severe employment handicap have been enabled to become semiskilled and highly skilled workmen in many different types of industries.

# EMPLOYMENT AND PAY ROLLS FOR NORTH CAROLINA

PREPARED BY STATISTICAL DIVISION

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

August 1946 Compared with July 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |               | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|---------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.        | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                                   |              |                |              |                    |               |                   |              |                   |              |                   |              |
| TOTAL   | 1,349        | 262,813        | + 3.8        | \$8,871,718        | + 11.9        | \$33.76           | + 7.9        | 39.4              | + 1.8        | 85.7              | + 5.8        |
| Brick, Tile, Terra Cotta                                | 13           | 803            | — 0.9        | 27,468             | + 8.9         | 34.21             | + 9.9        | 42.7              | + 1.4        | 80.1              | + 8.2        |
| Cotton Goods  | 315          | 114,888        | + 0.6        | 3,798,234          | + 11.1        | 33.06             | +10.4        | 38.4              | + 1.1        | 86.1              | + 9.1        |
| Cottonseed Oil  | 12           | 346            | + 27.7       | 10,571             | + 30.4        | 30.55             | + 2.1        | 46.2              | — 0.2        | 66.2              | + 2.5        |
| Dyeing and Finishing                                    | 19           | 5,060          | + 2.1        | 178,837            | + 12.7        | 35.34             | +10.4        | 39.1              | + 2.4        | 90.4              | + 8.0        |
| Fertilizer  | 44           | 1,239          | + 3.9        | 38,128             | + 11.5        | 30.77             | + 7.2        | 42.2              | + 2.2        | 73.0              | + 4.9        |
| Food and Kindred Products                               | 209          | 6,885          | + 0.3        | 206,793            | + 4.1         | 30.04             | + 3.8        | 43.3              | + 0.7        | 69.4              | + 3.3        |
| Furn., Bedsprings and Mattresses                        | 91           | 14,882         | — 6.5        | 465,286            | + 5.0         | 31.27             | +12.3        | 40.4              | + 6.9        | 77.4              | + 5.2        |
| Hosiery, full-fashioned                                 | 61           | 15,284         | + 1.0        | 606,626            | + 10.4        | 39.69             | + 9.3        | 38.0              | + 3.3        | 104.5             | + 5.9        |
| Hosiery, seamless                                       | 126          | 17,081         | + 0.7        | 504,516            | + 10.9        | 29.54             | +10.2        | 36.1              | + 0.6        | 81.7              | + 9.4        |
| Iron and Steel Group                                    | 23           | 1,290          | — 5.9        | 47,737             | — 5.2         | 37.01             | + 0.8        | 42.1              | — 2.5        | 87.9              | + 3.4        |
| Knit Goods, flat  | 10           | 4,597          | — 1.3        | 147,077            | + 9.1         | 31.99             | +10.5        | 38.2              | + 0.8        | 83.8              | + 9.8        |
| Lumber (including planing mills)                        | 65           | 5,369          | + 1.6        | 161,064            | + 9.4         | 30.00             | + 7.6        | 44.7              | + 4.4        | 67.1              | + 3.1        |
| Machinery Group   | 55           | 2,456          | + 0.3        | 99,890             | + 2.8         | 40.67             | + 2.5        | 44.1              | + 1.1        | 92.2              | + 1.3        |
| Paper Boxes   | 18           | 1,025          | + 1.7        | 31,204             | + 18.0        | 30.44             | +16.1        | 41.1              | + 5.9        | 74.1              | + 9.6        |
| Pulp and Paper Mills                                    | 7            | 5,154          | + 1.4        | 256,877            | + 9.2         | 49.84             | + 7.7        | 46.3              | + 5.5        | 107.6             | + 2.1        |
| Printing and Publishing                                 | 59           | 1,601          | — 0.1        | 64,137             | + 0.9         | 40.06             | + 1.0        | 38.9              | — 0.8        | 102.9             | + 1.7        |
| Rayon Goods   | 26           | 8,707          | + 1.1        | 329,934            | + 13.1        | 37.89             | +11.9        | 41.4              | + 1.7        | 91.5              | +10.0        |
| Stemmeries and Redrying Plants                          | 36           | 16,657         | +128.2       | 454,764            | +129.9        | 27.30             | + 0.7        | 40.9              | + 6.5        | 66.7              | — 5.5        |
| Tobacco Products  | 9            | 14,454         | + 3.7        | 570,460            | + 14.7        | 39.47             | +10.6        | 40.8              | + 1.5        | 96.7              | + 7.7        |
| Woolen Mills  | 8            | 4,240          | — 1.8        | 160,603            | + 2.0         | 37.88             | + 3.9        | 42.7              | — 0.2        | 88.7              | + 4.1        |
| Other Industries  | 143          | 20,795         | — 2.3        | 711,512            | — 3.3         | 34.22             | — 1.0        | 38.8              | — 1.3        | 88.2              | + 0.5        |
| <b>Nonmanufacturing:</b>                                |              |                |              |                    |               |                   |              |                   |              |                   |              |
| TOTAL   | 788          | 21,020         | + 2.9        | \$ 608,363         | + 3.4         | \$28.94           | + 0.4        | 41.6              | — 0.2        | 69.6              | + 0.6        |
| Retail  | 456          | 8,497          | + 1.2        | 207,964            | + 1.6         | 24.47             | + 0.1        | 39.1              | no chg.      | 62.6              | + 0.2        |
| Wholesale   | 196          | 3,112          | + 18.3       | 113,407            | + 9.9         | 36.44             | — 7.1        | 43.4              | — 1.8        | 84.0              | — 5.4        |
| Laundries, Dyeing and Cleaning                          | 54           | 2,654          | — 2.0        | 54,537             | — 2.6         | 20.55             | — 0.6        | 45.3              | — 1.7        | 45.4              | + 1.3        |
| Mines and Quarries                                      | 23           | 740            | — 2.5        | 23,698             | + 3.3         | 32.02             | + 5.9        | 44.8              | + 4.2        | 71.4              | + 1.6        |
| Public Utilities  | 38           | 4,722          | + 1.4        | 187,130            | + 3.8         | 39.63             | + 2.5        | 41.2              | + 1.0        | 96.2              | + 1.5        |
| Hotels  | 21           | 1,295          | + 0.8        | 21,627             | + 1.2         | 16.70             | + 0.4        | 45.7              | — 0.4        | 36.5              | + 0.8        |
| <b>TOTAL ALL MANUFACTURING<br/>AND NONMANUFACTURING</b> | <b>2,137</b> | <b>283,833</b> | <b>+ 3.7</b> | <b>\$9,480,081</b> | <b>+ 11.3</b> | <b>\$33.40</b>    | <b>+ 7.4</b> | <b>39.6</b>       | <b>+ 1.8</b> | <b>84.4</b>       | <b>+ 5.5</b> |

× Less than .1%.



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# North Carolina Labor and Industry

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VOL. XIII

RALEIGH, NORTH CAROLINA, NOVEMBER, 1946

No. 11

## Elevator Accidents Usually Caused by Unsafe Equipment, State Inspector Points Out

Mr. Pryor E. Sugg, State Elevator Inspector with the Department of Labor, reports that people injured in elevator accidents usually are hurt because the elevator is being operated while in an unsafe condition.

During the 1944-1946 biennium Mr. Sugg investigated seven elevator accidents, two of which involved fatalities. Results of these accidents were: two people killed, three broken backs, one broken hip, and one crushed foot.

(Continued on page four)

## Manufacturing Employment Estimates To Be Published Each Month Division of Statistics Will Furnish Estimates of Employment in Principal North Carolina Manufacturing Industries

The Division of Statistics is pleased to present this month, for the first time, estimates of the total number of employees working in each of the leading manufacturing industries of North Carolina. In co-operation with the Bureau of Labor Statistics of the United States Department of Labor, the Division will make this service available each month from now on, and tables summarizing this data will be published as a regular monthly feature in NORTH CAROLINA LABOR AND INDUSTRY.

Clarence Pritchard, Director of the Division of Statistics, announces that employment estimates for each of the leading manufacturing industries are now available in mimeographed form. These estimates cover the calendar years 1943, 1944, 1945, and the first half of 1946, by month.

(Continued on page four)

### ESTIMATED MANUFACTURING EMPLOYMENT IN NORTH CAROLINA

PREPARED BY DIVISION OF STATISTICS

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

July 1946 Compared with June 1946 and July 1945

(In Thousands of Employees)

| INDUSTRY  | JULY 1946 | JUNE 1946 | JULY 1945 | NET CHANGE                        | PER CENT CHANGE FROM         | PER CENT CHANGE FROM         |
|---|-----------|-----------|-----------|-----------------------------------|------------------------------|------------------------------|
|   |           |           |           | FROM<br>JUNE 1946<br>TO JULY 1946 | JUNE 1946<br>TO<br>JULY 1946 | JULY 1945<br>TO<br>JULY 1946 |
| ALL MANUFACTURING*  | 358.1     | 360.9     | 354.7     | -2.8                              | -0.8                         | + 1.0                        |
| Durable Goods   | 78.8      | 80.6      | 95.4      | -1.8                              | -2.2                         | -17.4                        |
| Nondurable Goods  | 279.3     | 280.3     | 259.3     | -1.0                              | -0.4                         | + 7.7                        |
| Durable Goods   |           |           |           |                                   |                              |                              |
| Iron and Steel and Their Products                           | 3.1       | 3.1       | 7.9       |                                   |                              | -60.8                        |
| Machinery (except electrical)                               | 4.2       | 4.2       | 4.4       |                                   |                              | - 4.5                        |
| Transportation (except auto)                                | 3.3       | 3.5       | 11.3      | -0.2                              | -5.7                         | -70.8                        |
| Lumber and Timber Basic Products                            | 32.2      | 33.9      | 32.0      | -1.7                              | -5.0                         | + 0.6                        |
| Logging Camps and Sawmills                                  | 26.2      | 27.8      | 26.3      | -1.6                              | -5.8                         | - 0.4                        |
| Planing and Plywood   | 6.1       | 6.1       | 5.7       |                                   |                              | + 7.0                        |
| Furniture and Finished Lumber Products                      | 28.9      | 28.8      | 26.1      | +0.1                              | +0.3                         | +10.7                        |
| HH Furniture, Mattresses and Bedsprings                     | 21.6      | 21.6      | 19.5      |                                   |                              | +10.8                        |
| Wooden Containers   | 3.2       | 3.2       | 3.3       |                                   |                              | - 3.0                        |
| Stone, Clay and Glass Products                              | 4.3       | 4.2       | 3.8       | +0.1                              | +2.4                         | +13.2                        |
| Other Durable Goods†  | 2.8       | 2.9       | 9.9       | -0.1                              | -3.4                         | -71.7                        |
| Nondurable Goods  |           |           |           |                                   |                              |                              |
| Textile Mill Products                                       | 216.1     | 217.1     | 197.4     | -1.0                              | -0.5                         | + 9.5                        |
| Cotton Textile Mills  | 136.9     | 137.4     | 126.5     | -0.5                              | -0.4                         | + 8.2                        |
| Rayon and Silk Textile Mills                                | 16.1      | 16.1      | 16.7      |                                   |                              | - 3.6                        |
| W. and W. Textile Mills                                     | 5.0       | 5.0       | 4.7       |                                   |                              | + 6.4                        |
| Knitting Mills  | 48.9      | 49.2      | 41.0      | -0.3                              | -0.6                         | +19.3                        |
| Fin., Sp. and Coat. Textiles (except<br>woolen and worsted) | 5.5       | 5.6       | 5.2       | -0.1                              | -1.8                         | + 5.8                        |
| Apparel and Other Finished Products                         | 7.7       | 7.9       | 7.8       | -0.2                              | -2.5                         | - 1.3                        |
| Food and Kindred Products                                   | 17.2      | 16.8      | 17.0      | +0.4                              | +2.4                         | + 1.2                        |
| Dairy Products  | 2.9       | 2.8       | 2.6       | +0.1                              | +3.6                         | +11.5                        |
| Bakery Products   | 4.9       | 4.9       | 4.9       |                                   |                              |                              |
| Beverage Industries   | 2.8       | 3.0       | 2.9       | -0.2                              | -6.7                         | - 3.4                        |
| Tobacco Manufactures  | 14.9      | 15.0      | 14.3      | -0.1                              | -0.7                         | + 4.2                        |
| Cigarettes  | 11.4      | 11.4      | 10.2      |                                   |                              | +11.8                        |
| Paper and Allied Products                                   | 7.2       | 7.2       | 6.4       |                                   |                              | +12.5                        |
| Pulp, Paper and Paperboard Mills                            | 5.7       | 5.7       | 5.0       |                                   |                              | +14.0                        |
| Printing, Publishing and Allied Industries                  | 4.6       | 4.6       | 4.1       |                                   |                              | +12.2                        |
| Chemicals and Allied Products                               | 8.3       | 8.4       | 8.7       | -0.1                              | -1.2                         | - 4.6                        |
| Other Nondurable Goods‡                                     | 3.3       | 3.3       | 3.6       |                                   |                              | - 8.3                        |

\*Estimates include all full-time and part-time wage and salary workers who were employed during the period nearest the 15th of the month.

†Includes electrical machinery, automobiles and auto equipment, nonferrous metals and their products.

‡Includes leather and leather products, rubber products, and miscellaneous manufacturing industries.



# NORTH CAROLINA Labor and Industry

Issued Each Month by the  
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Raleigh, N. C.

Sent Free Upon Request

FORREST H. SHUFORD  
Commissioner of Labor  
ALMON BARBOUR, Editor



Vol. XIII NOV. 1946 No. 11

## N. C. Industrial Directory Still in Demand

The Department of Labor continues to meet a demand for copies of the useful 240-page *Directory of North Carolina Manufacturing Firms*, which was compiled by the Division of Statistics and published last year. Industrialists and others report that many practical uses have been found for the volume.

The *Directory* lists all types of manufacturing establishments by county and by industry. Copies may be secured by directing a request to the North Carolina Department of Labor, Raleigh, N. C. The price is \$1.

## Building Expenditures Show Decline in September

### Both Housing and Nonresidential Building Decreases Reported

The estimated cost of buildings authorized for construction in the 26 North Carolina cities of over 10,000 population and in 69 smaller cities in September fell about \$380,000 below the figure for August.

Estimates on all residential construction were lower than in August, the costs being \$2,761,000 in September and \$2,931,000 in August.

September nonresidential building estimates showed an even greater decline from the August figure, with September costs of \$1,228,000 compared with August costs of \$1,946,000.

Alterations and repairs to residential buildings cost \$172,000 in September; to nonresidential buildings, \$336,000. Both of these figures were also lower than the corresponding amounts for August.

The total estimated cost of all types of buildings in September, including additions, alterations and repairs, was \$4,498,000. This compares with \$4,878,000 for the month of August.

Dwellings authorized for construction during September included 601 one-family dwellings, 18 two-family dwellings, 12

three- and four-family dwellings, three apartment buildings, and one nonhousekeeping dwelling, making a total of 635 dwellings which, when completed, will provide housing for 694 families.

The average estimated cost given by the prospective builder of a one-family dwelling was approximately \$4,080.

Nonresidential buildings authorized during September included 83 stores, 59 private garages, 41 factories and workshops, 14 commercial garages, seven churches, six office buildings, six service stations, four public utility buildings, two amusement places, one institutional building, and one educational building.

Charlotte led the reporting cities, with expenditures of \$741,000. Greensboro was second, with \$295,000. Wilmington was third, with \$241,000.

### Type of Sept. Building Construction in 26 Reporting Cities

| Type of Building  | Buildings for Which Permits Were Issued |                    |
|---|---|--------------------|
|   | No.                                     | Cost               |
| NEW HOUSEKEEPING DWELLINGS:   |   |                    |
| One-family dwellings  | 444                                     | \$1,895,262        |
| Two-family dwellings  | 5                                       | 50,500             |
| One- and two-family dwellings with stores or shops therewith                | 4                                       | 50,000             |
| Three- and four-family dwellings  | 9                                       | 43,350             |
| Five-or-more-family dwellings   | 2                                       | 35,000             |
| <b>TOTAL</b>  | <b>464</b>                              | <b>\$2,074,112</b> |
| NEW NONRESIDENTIAL BUILDINGS:   |   |                    |
| Amusement and recreation places   | 1                                       | \$ 2,500           |
| Churches  | 5                                       | 47,500             |
| Factories, bakeries, ice plants, laundries and other workshops              | 23                                      | 317,994            |
| Garages, Commercial   | 8                                       | 29,550             |
| Garages, private  | 40                                      | 13,750             |
| Gasoline and service stations   | 5                                       | 20,250             |
| Office buildings, including banks   | 5                                       | 7,200              |
| Public works and utilities  | 3                                       | 8,500              |
| Educational buildings   | 1                                       | 150                |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc. | 8                                       | 2,031              |
| Stores and other mercantile bldgs.  | 50                                      | 226,970            |
| All other nonresidential  | 17                                      | 12,775             |
| <b>TOTAL</b>  | <b>166</b>                              | <b>\$ 689,170</b>  |
| ADDITIONS, ALTERATION, AND REPAIRS:   |   |                    |
| Housekeeping dwellings  | 295                                     | \$ 125,779         |
| Nonhousekeeping dwellings   | 1                                       | 1,400              |
| On nonresidential buildings   | 108                                     | 273,492            |
| <b>TOTAL</b>  | <b>404</b>                              | <b>\$ 400,671</b>  |

### SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES SEPTEMBER 1945 AND SEPTEMBER 1946

| KIND OF CONSTRUCTION               | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST     |                    |                   |
|------------------------------------|---------------------|--------------|-------------------|--------------------|--------------------|-------------------|
|                                    | Sept. 1945          | Sept. 1946   | Percentage Change | Sept. 1945         | Sept. 1946         | Percentage Change |
| <b>TOTAL</b>                       | <b>599</b>          | <b>1,034</b> | <b>+ 72.6</b>     | <b>\$2,240,376</b> | <b>\$3,163,953</b> | <b>+ 41.2</b>     |
| Residential buildings              | 149                 | 464          | +211.4            | 680,875            | 2,074,112          | +204.6            |
| Nonresidential buildings           | 111                 | 166          | + 49.5            | 945,065            | 689,170            | - 27.1            |
| Additions, alterations and repairs | 339                 | 404          | + 19.2            | 614,436            | 400,671            | - 34.8            |

### SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES AUGUST 1946 AND SEPTEMBER 1946

| KIND OF CONSTRUCTION               | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST     |                    |                   |
|------------------------------------|---------------------|--------------|-------------------|--------------------|--------------------|-------------------|
|                                    | Aug. 1946           | Sept. 1946   | Percentage Change | Aug. 1946          | Sept. 1946         | Percentage Change |
| <b>TOTAL</b>                       | <b>1,169</b>        | <b>1,034</b> | <b>-11.5</b>      | <b>\$3,675,635</b> | <b>\$3,163,953</b> | <b>-13.9</b>      |
| Residential buildings              | 474                 | 464          | - 2.1             | 2,067,225          | 2,074,112          | + 0.3             |
| Nonresidential buildings           | 204                 | 166          | -18.6             | 1,079,207          | 689,170            | -36.1             |
| Additions, alterations and repairs | 491                 | 404          | -17.7             | 529,203            | 400,671            | -24.3             |

### SUMMARY OF SEPTEMBER 1946 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of September 1945 Included for Comparison

| CITY           | No. of BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |                    |              |            | NEW NONRESIDENTIAL BUILDINGS |                  | ADDITIONS, ALTERATIONS AND REPAIRS |                  | ESTIMATED COST OF ALL CONSTRUCTION WORK |                    |
|----------------|------------------|----------------------|---------------------------|--------------------|--------------|------------|------------------------------|------------------|------------------------------------|------------------|---|--------------------|
|                |                  |                      | ESTIMATED COST            |                    | No. FAMILIES |            | Sept. 1945                   | Sept. 1946       | Sept. 1945                         | Sept. 1946       | Sept. 1945                              | Sept. 1946         |
|                |                  |                      | Sept. 1945                | Sept. 1946         | Sept. 1945   | Sept. 1946 |                              |                  |                                    |                  |   |                    |
| <b>TOTAL</b>   | <b>464</b>       | <b>\$2,074,112</b>   | <b>\$680,875</b>          | <b>\$2,074,112</b> | <b>157</b>   | <b>498</b> | <b>\$945,065</b>             | <b>\$689,170</b> | <b>\$614,436</b>                   | <b>\$400,671</b> | <b>\$2,240,376</b>                      | <b>\$3,163,953</b> |
| Asheville      | 30               | 100,650              | 33,750                    | 100,650            | 9            | 30         | 15,500                       | 39,286           | 18,635                             | 19,563           | 67,885                                  | 159,499            |
| Burlington     | 23               | 110,900              | 53,275                    | 110,900            | 12           | 23         | 46,800                       | 44,275           |                                    | 11,150           | 100,075                                 | 166,325            |
| Charlotte      | 111              | 624,550              | 102,950                   | 624,550            | 18           | 115        | 379,785                      | 65,669           | 223,235                            | 51,704           | 705,970                                 | 741,923            |
| Concord        | 5                | 27,500               | 3,000                     | 27,500             | 1            | 11         | 25,200                       | 800              | 600                                | 500              | 28,800                                  | 28,800             |
| Durham         | 12               | 62,100               | 66,400                    | 62,100             | 8            | 12         | 46,000                       | 17,100           | 10,425                             | 27,400           | 122,825                                 | 106,600            |
| Elizabeth City | 2                | 1,800                |                           | 1,800              |              | 2          | 3,000                        | 3,400            |                                    |                  | 3,000                                   | 5,200              |
| Fayetteville   | 25               | 104,550              | 68,000                    | 104,550            | 8            | 37         | 5,250                        | 575              | 9,375                              | 10,460           | 82,625                                  | 115,585            |
| Gastonia       | 9                | 9,000                | 5,000                     | 9,000              | 2            | 9          | 500                          | 112,000          | 3,000                              | 3,450            | 8,500                                   | 124,450            |
| Goldensboro    | 12               | 51,900               | 4,000                     | 51,900             | 3            | 12         | 27,900                       | 4,200            | 36,200                             | 11,700           | 68,100                                  | 67,800             |
| Greensboro     | 46               | 193,700              | 88,950                    | 193,700            | 24           | 46         | 15,750                       | 53,545           | 27,178                             | 48,500           | 131,878                                 | 295,745            |
| Greenville     | 4                | 20,750               | 24,000                    | 20,750             | 5            | 5          | 3,300                        | 400              |                                    | 5,500            | 27,300                                  | 26,650             |
| Hickory        | 8                | 11,500               | 2,000                     | 11,500             | 1            | 8          | 13,300                       | 3,250            | 250                                | 4,500            | 15,550                                  | 19,250             |
| High Point     | 17               | 70,638               | 15,300                    | 70,638             | 6            | 17         | 106,295                      | 6,100            | 47,249                             | 39,910           | 168,844                                 | 116,648            |
| Kinston        | 3                | 8,750                | 10,000                    | 8,750              | 4            | 3          | 13,500                       | 31,500           |                                    |                  | 23,500                                  | 40,250             |
| Lexington      | 15               | 51,850               | 3,000                     | 51,850             | 3            | 15         |                              | 16,750           | 2,750                              | 33,900           | 5,750                                   | 102,500            |
| New Bern       |                  |                      |                           |                    |              |            |                              | 27,100           | 12,250                             | 3,100            | 12,250                                  | 30,200             |
| Raleigh        | 36               | 193,400              | 109,200                   | 193,400            | 27           | 47         | 79,285                       | 21,170           |                                    | 10,950           | 188,485                                 | 225,520            |
| Reidsville     | 10               | 35,900               | 5,250                     | 35,900             | 4            | 10         | 23,400                       | 1,475            | 100                                | 1,050            | 28,750                                  | 38,425             |
| Rocky Mount    | 11               | 43,450               | 5,600                     | 43,450             | 3            | 11         | 1,500                        | 25,750           | 600                                | 850              | 7,700                                   | 70,050             |
| Salisbury      | 6                | 22,784               | 24,500                    | 22,784             | 4            | 6          | 4,775                        | 6,350            | 1,920                              | 1,010            | 31,195                                  | 30,144             |
| Shelby         | 3                | 10,000               | 8,500                     | 10,000             | 3            | 3          |                              | 10,200           | 300                                | 500              | 8,800                                   | 20,700             |
| Statesville    | 17               | 69,500               | 19,500                    | 69,500             | 3            | 17         | 39,000                       | 5,900            |                                    | 1,700            | 58,500                                  | 77,100             |
| Thomasville    | 8                | 14,300               | 1,000                     | 14,300             | 1            | 8          | 5,500                        | 2,000            |                                    |                  | 6,500                                   | 16,300             |
| Wilmington     | 8                | 46,500               | 5,000                     | 46,500             | 1            | 8          | 72,500                       | 143,000          | 21,863                             | 51,527           | 99,363                                  | 241,027            |
| Wilson         | 21               | 82,500               |                           | 82,500             |              | 21         |                              | 4,500            |                                    |                  |   | 87,000             |
| Winston-Salem  | 22               | 105,640              | 22,700                    | 105,640            | 7            | 22         | 17,025                       | 42,875           | 198,506                            | 61,747           | 238,281                                 | 210,262            |



## DIVISION OF STANDARDS AND INSPECTIONS

### State Law Inspections

A total of 708 manufacturing, mercantile and mining establishments were inspected under the provisions of the North Carolina labor laws and rules and regulations during September by the inspectors of the Division of Standards and Inspections. The 708 plants employed a total of 26,494 working men and women.

The inspections revealed a total of 1,167 violations of the labor laws, rules and regulations. A total of 1,346 compliances correcting current and previous violations were reported during the month. The inspectors made numerous recommendations concerning the rules and regulations relating to safety, health, recordkeeping, and other provisions of the law. The difference between the violations found and the compliances reported was due to completion of compliance with recommendations or orders issued during previous months.

The violations found and compliances secured during September were reported as follows:

|                        | Violations | Compliances |
|------------------------|------------|-------------|
| Hour Law .....         | 61         | 57          |
| Child Labor .....      | 512        | 584         |
| Time Records .....     | 49         | 54          |
| Drinking Facilities .. | 12         | 19          |
| Seats .....            | 2          | 4           |
| Sanitation .....       | 137        | 140         |
| Safety Code .....      | 176        | 245         |
| Other .....            | 218        | 244         |

Two complaints alleging violations of the child labor and maximum hour laws were investigated during the month by Department inspectors. In one case, the violations alleged were substantiated and immediate compliance was secured. In the other case the inspector was unable to substantiate the alleged violations.

Two complaints alleging violations of the State safety and health regulations were investigated by Department inspectors. The alleged violations were substantiated in both cases, and the necessary recommendations for correcting them were made.

### Wage-Hour Law Inspections

Seventy-three establishments were inspected during September under the provisions of the Federal wage and hour law.

Eleven of the establishments were in full compliance with all provisions of the Fair Labor Standards Act. Eight of them were violating the minimum (40 cents an hour) provision, the overtime provision, and the recordkeeping requirements. One establishment was violating the child labor provisions of the law. Thirty-one establishments were violating both the overtime provision and the recordkeeping provisions. One establishment was violating the minimum wage provision only, and another firm was violating the minimum wage and overtime provisions. Twenty additional establishments were violating the recordkeeping provisions only.

Thirty-six establishments paid a total of \$11,566 in back wages to 340 workers during September. The 340 workers previously had been paid less than the 40-cent hourly minimum wage, or had not been properly compensated for overtime worked after 40 hours per week.

## Walling Reviews Accomplishments Under Wage-Hour Act During Past Eight Years

### Wage-Hour Law Benefits Are Cited in Broadcast

More than 65,000 North Carolina working men and women have been paid approximately \$2,000,000 in illegally withheld wages as a result of educational and inspection work accomplished in this State since the Fair Labor Standards Act became effective in October 1938.

This was pointed out by Commissioner Forrest H. Shuford in a radio broadcast in observance of the eighth anniversary of the wage and hour law on October 24.

The payments of back wages were made by more than 3,600 establishments, Mr. Shuford said, and the \$2,000,000 does not include amounts recovered by employees as a result of privately instituted legal actions.

#### Local Enforcement

"In North Carolina, we are fortunate to have the wage and hour law administered entirely by natives of our own State who are familiar with local attitudes, problems and customs of our people," the Commissioner said.

"Since 1941, the State of North Carolina has entered into co-operative agreements with the Federal Government under which the North Carolina Department of Labor is charged with administering the act in our State. Inspections are made by employees of the State Department of Labor, and almost all of the administrative work in connection with the enforcement of the Act is also done by our State labor agency. Our local inspectors do the work, and the Federal Government reimburses the State for the expenses incurred.

"In spite of the fact that there aren't many chiseling employers, and in spite of the fact that most firms make honest efforts to comply with the wage and hour law, there is still a great deal of educational and enforcement work for us to do."

### Greensboro Firm Reports Good Safety Record

Safety Inspector John R. Bulla, of the Department of Labor's Greensboro division staff, has received reports from officials of Swift & Company showing a fine safety record.

W. H. Parker, manager, and M. L. Barton, superintendent, reported that the plant has operated during the past two fiscal years without having a single lost-time accident. During the past fiscal year, the plant rolled up an accident-free total of 108,671 man hours.

Inspector Bulla also reports that the plant is going "all out for improved industrial relations," making plans for the improvement of working conditions at the plant, including the construction of toilet and dressing room facilities estimated to cost about \$12,000.

During the 1946 fiscal year alone, some \$13,000,000 in back wages was recovered for 271,000 workers through efforts of the divisions. In addition, workers themselves have obtained millions of dollars in back wages through employee suits.

### Administrator Cites Benefits to 20,000,000 Industrial Workers

Commemorating the eighth anniversary—October 24—of the Fair Labor Standards Act, which he termed an economic charter for low-paid workers, L. Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Division, U. S. Department of Labor, declared that "It is imperative that we raise the minimum wage under this basic wage and hour law and extend its benefits to workers not now covered."

Restricted as the act now is to employees engaged in interstate commerce or in the production of goods for interstate commerce, including those engaged in occupations necessary to such production, only 20,000,000 of the nation's present labor force of approximately 60,000,000 men and women are covered by its minimum wage and overtime provisions, Mr. Walling pointed out.

He pointed out further that although the statute's 40-cent minimum wage is meaningful to relatively few of the 20,000,000 covered workers, there are "far too many of the remaining millions of workers who receive less than the modest 40-cent minimum provided in the Fair Labor Standards Act."

He urged, within the extent of Congressional power, extension of the law's benefits to many of these workers so that they would receive not only the benefits of the statutory minimum but also the benefits of the overtime provision for time and a half after 40 hours in a workweek.

Mr. Walling also expressed hope that the next session of the Congress "will see some realization of the accord expressed in the last session, when all who spoke on the subject were apparently agreed that the 40-cent minimum is too low in view of the original intent of Congress and in line with present economic conditions."

He recommended that the statutory minimum be raised to at least 65 cents an hour. He also recommended that the minimum wage provisions of the act be extended to seamen, that inequities among employers in the same field and even among workers in the same plant be eliminated by extending coverage to include activities "affecting interstate commerce"; that recent moves in several states for unreasonably short statutes of limitation be countered by adding a reasonable statute of limitations to the act for the protection of both employers and employees; that the child labor provisions of the act be extended by making the coverage of those provisions co-extensive with wage and hour coverage; and that the exemptions be tightened in the seasonal industries so that the minimum wage applies to all agricultural processing and handling operations and the industries may operate on an equal competitive basis.

A resume of Wage and Hour and Public Contracts Divisions' activities during the past eight years shows that more than \$100,000,000 in restitution of unpaid wages for violation of the minimum wage and overtime provisions of the wage and hour law has been found due to 2½ million of the nation's workers.



## Employment of Women in Manufacturing Declines Slightly During September

Employment of women as wage earners in North Carolina manufacturing industries, which showed a slight increase during the month of August, declined again during September when 95,558 women were reported to be employed by 1,287 firms. The working women comprised 39.6 per cent of the 241,016 workers covered in the September survey.

In the piedmont section of the State, the proportion of women in manufacturing work declined from 42.5 per cent in August to 42.2 per cent in September, comprising 79,159 workers out of a total of 187,700 manufacturing employees. In the mountain section, women accounted for 32.6 per cent of the manufacturing workers, an increase of 0.4 per cent over the August figure; there were 8,960 women in a manufacturing total of 27,452 workers surveyed. The sharpest decline was evident in the coastal plain area, where employment of women dropped 0.7 per cent over the month, leaving 7,439 women—28.8 per cent—in a manufacturing total of 25,864 workers.

The percentages of women working in 12 different industries, each of which employs a substantial number of women, were as follows during September:

|                                    | <i>Per Cent<br/>of Women</i> |
|------------------------------------|------------------------------|
| Flat Knit Goods .....              | 68.7                         |
| Seamless Hosiery .....             | 68.3                         |
| Stemmeries & Redrying Plants ..... | 57.9                         |
| Full-fashioned Hosiery .....       | 56.8                         |
| Paper Boxes .....                  | 47.2                         |
| Rayon Goods .....                  | 44.5                         |
| Cotton Goods .....                 | 41.7                         |
| Tobacco Products .....             | 40.0                         |
| Woolen Mills .....                 | 37.1                         |
| Dyeing and Finishing .....         | 34.3                         |
| Food and Kindred Products .....    | 28.0                         |
| Furniture, Bedsprings & Mat. ....  | 13.5                         |

## Building Inspectors Are Urged To Report

The Division of Statistics urges building inspectors who have not already sent in building reports for the months of July, August and September, 1946, to send in reports for those months in order that coverage of building activities for the current biennium may be as large as possible.

The Division expresses its appreciation for the co-operation received from the building inspectors of the 26 cities of over 10,000 population, and from inspectors in many smaller cities.

It is requested that smaller towns send in reports for each month, whether or not there is any building activity during the month. This will enable the Statistics Division to keep a complete file on each town and to arrive at a complete picture of municipal building at the end of the current fiscal year and biennium.

## ELEVATOR ACCIDENTS USUALLY CAUSED BY UNSAFE EQUIPMENT (Continued from page one)

In two of the accident cases, the elevators had been inspected and recommendations had been made by the State inspector for their repair. Failure to make the necessary repairs was responsible for the accidents, Mr. Sugg declared after completing his investigations.

## More About Textile Hours and Earnings

Readers of NORTH CAROLINA LABOR AND INDUSTRY will recall that the August issue carried an article pointing out that the average length of the workweek in the textile industry has been reduced from about 59 hours in the year 1910 to about 38 hours now. This reduction in the workweek was a very gradual process, as has been the raising of hourly earnings in the industry.

In our September issue, we reported in a study of textile wages that average hourly earnings increased from 38 cents in the year 1937 to 86 cents as of August 1946.

The hourly earnings figure listed under "Cotton Goods" in this month's employment and pay rolls table shows the effect of further increases which have taken place in the textile industry recently. In September, earnings averaged 87.9 cents per hour in 318 textile mills employing 116,974 workers. Textile wages are now 1.5 cents higher than the average for all manufacturing industries surveyed, and are 2.7 cents higher than the average for all 26 of the manufacturing and nonmanufacturing industry groups surveyed.

From both of these studies, the one of working hours and the other of hourly earnings, we may conclude that the textile industry is on the way up in hours and wages. As far as size and production are concerned, the industry has long been dominant in North Carolina. With the gradual introduction of more textile plants to turn out finished fabrics as well as cotton yarn, and perhaps eventually the introduction of finished clothing manufacturing, the textile industry should show continually higher average hourly earnings. Addition of skilled textile workers in weaving operations should tend to increase the average level of earnings.

## School Attendance, Child Labor Laws

All children under 16 years of age are legally required to attend school and may not work at gainful occupations during school hours, it was pointed out recently in a joint statement issued by State Superintendent of Public Instruction Clyde A. Erwin, and Labor Commissioner Forrest H. Shuford.

"Under the school attendance law, as amended by the 1945 General Assembly, all children are required to attend school until their 16th birthday," Superintendent Erwin stated. "This provision of the school attendance law makes the requirements of that statute complementary to the provisions of the North Carolina child labor law."

Commissioner Shuford pointed out that under the child labor law no minor under 16 years of age may work while school is in session.

"Outside school hours, minors under 16 may work for not more than eight hours a day at approved nonmanufacturing occupations, provided their employment is non-hazardous and is not in an establishment where alcoholic liquors are sold for consumption on the premises."

Mr. Shuford stated that employers who plan to hire a minor under 18 years of age must secure an employment certificate

(Continued on page six)

## Commissioner Is Elected President of Governmental Labor Officials Group

Commissioner Shuford was elected president of the International Association of Governmental Labor Officials at the Association's annual meeting, held in Milwaukee September 30-October 2.

The Association consists of labor and industrial commissioners from a number of states and Canadian provinces, as well as several Federal labor officials.

In a talk to the delegates on "Factory Inspection," Commissioner Shuford pointed out that many states are failing to meet their obligations to workers and employers by providing adequately for factory inspection services. He cited results of a national survey showing many states in which factory inspection work suffered from too few inspectors, poor pay and rapid turnover in inspection personnel, and little inducement to career service in the inspection field.

Yet the need for inspection work was never greater than it is today, Mr. Shuford pointed out. Reports from the U. S. Bureau of Labor Statistics show that industrial accident frequency rates in 11,000 manufacturing plants increased from 16.9 in the fourth quarter of 1944, to 17.3 in the first quarter of 1945, and to a new high of 18.2 in the first quarter of 1946.

"If this situation continues without improvement, we are likely to have an increasing clamor from national labor organizations for a nationwide application of Federal safety and health inspection laws," he said.

## Manufacturing Employment Estimates To Be Published (Continued from page one)

Also included in the tables is an estimate of average employment in each industry for the period July through September, 1939.

Similar estimates, covering production workers only, are available by month for the same periods of time. These also have been published in mimeographed form, and are available upon request.

The tables to be published monthly will give the estimated total employment, by industry, in thousands. Comparison will be made with the previous month of the same year, and with the same month of the previous year. The net gain or loss in employment will be noted each month, as well as the percentage of change over the month and over the year.

The industries are classified as "Durable Goods" and "Nondurable Goods" industries, and the total estimated employment in manufacturing as a whole, and in each of the two groups, will be noted, along with net changes and percentages of change.

## Boiler Department

An old lady rushed up to the captain of a river steamer crying, "Why has the boat stopped?"

"Because there's a bad fog," he answered.

"But I can see the stars overhead," she protested.

"Maybe so," replied the captain, "but unless the boiler bursts, we ain't going that way!"



# Construction Safety Code Is Developed By Dept. of Labor

## "Rules and Regulations Governing the Construction Industry" Now Ready for Promulgation

A safety code for the construction industry, which has been in process of development for several months, has been completed and is now ready for final approval.

The code, which is to be known as "Rules and Regulations Governing the Construction Industry," was developed as a result of a study of numerous construction codes in application in the United States. Consideration was given to the construction problem peculiar to North Carolina, as well as to safety problems which are met in construction work elsewhere.

Most of the work of compiling the code was done by George B. Cherry, a registered civil engineer and safety engineer for the North Carolina Department of Labor. As the code stands now, it has been endorsed by numerous construction firms which were given an opportunity to study the proposed safety regulations and to make suggestions for improvements of the code. It has the endorsement of the North Carolina Building & Construction Trade Council and of organized labor groups working in the construction industry. The code has also been endorsed by professional engineers.

The purpose of the code is to "provide safety standards for the protection of the health, safety and general welfare of employees engaged in the construction industry."

### Authority

The code was developed under the authority contained in Subsection (f) of Section 7310-h, Consolidated Statutes of North Carolina, under which the Division of Standards and Inspections is "authorized and directed to conduct such research and carry out such studies as will contribute to the health, safety and general well-being of workmen in this State. The findings of such investigations shall be promulgated as rules and regulations governing work places and working conditions."

The code is intended to apply to "trenching, excavation, demolition, building and construction work, and all operations pertaining thereto."

The code contains 37 sections, each of which prescribes regulations for a particular phase of construction work or some safety or health measure. The sections cover the following matters: Employers' obligation, employees' obligations, first aid, drinking water, toilets, washing facilities, lighting, scaffolds, ramps, ladders, standard railing, toe boards, temporary stairs, temporary floorings, overhead protection, underneath protection, ropes, chains, cables, tackles, etc., machinery and equipment guards, goggles and hoods, electrical standards, excavations and trenches, explosives, operation of steam and electric shovels, demolition and wrecking, elevators, hoists, derricks, etc., welding and cutting, arc welding, acetylene generators and cylinders, blow pipes or torches, fire protection, handling and storing materials, housekeeping, compressed air, salamand-

ers, life lines and safety belts, wheelbarrows, trucks.

### Accidents

During 1944-1945, the national accident frequency rate for the construction industry was 18.21, ranking 24th among all industries. During this same period, the severity rate was 2.49, ranking 33rd among all industries.

The following data regarding accidents in the construction industry in North Carolina were reported during 1944-1945. These data are not complete, as many accidents occurred which were not reported.

|                                |
|--------------------------------|
| 13 fatal accidents             |
| 1 total disabled               |
| 171 permanent partial disabled |
| 1,105 temporary injuries       |

Total: 1,290 lost-time accidents

Compensation was paid in each of the reported 1,290 lost-time accidents. The total cost of these accidents, measured solely in terms of money, was \$490,805 in compensation and medical fees.

A total of 49,907 man-days were lost from work as a result of these accidents.

### Last 12 Months

During the last 12 months, the number of accidents in the construction industry in North Carolina has been very high. The number of accidents reported by months shows a steady upward trend, as will be evident from an examination of the following monthly figures:

|                 | Accidents |
|-----------------|-----------|
| September, 1945 | 499       |
| October         | 594       |
| November        | 497       |
| December        | 459       |
| January, 1946   | 477       |
| February        | 502       |
| March           | 618       |
| April           | 622       |
| May             | 674       |
| June            | 726       |
| July            | 764       |
| August          | 1,013     |

Total for 12-month period: 7,445

## American Standards Committee Develops Textile Safety Code

A safety code for the textile industry—one of several industrial safety codes which are being formulated under the auspices of the American Standards Association—has been drawn up, and approved by the drafting committee of the sectional committee for the Textile Safety Code. The code will now go to the sectional committee for further study.

The Textile Code was given approval at a meeting held at the National Bureau of Standards in Washington, D. C., late in October.

### Tar Heel Representatives on Committee

Two North Carolinians are serving on the committee which has approved the code. These are: W. B. Weaver, Safety Director for the Marshall Field Company at Leaksville-Spray, and State Labor Commissioner Forrest H. Shuford. Other committee members are the Hon. R. L. Gamble, South Carolina Commissioner of Labor; the Hon. R. M. Murray, Rhode Island Commissioner of Labor; Ray Ketchmark, of the National Safety Council; E. A. Rob-

## More Firms Apply for Safety Achievement Certificates

The Department of Labor's program for awarding certificates of safety achievement to mills which effect a 40 per cent reduction in their accident frequency rates has elicited a wide response during the past two months.

At present writing a total of 38 manufacturing plants have made application for the safety award. The applications have indicated much interest on the part of management and labor in the general program of on-the-job safety. Reports show that plants have effected reductions in accident frequency rates varying from just above 40 per cent in some cases to a perfect record in other cases.

The awards, which will be presented jointly in each case by the North Carolina Department of Labor and the U. S. Department of Labor, constitute part of an industrial safety program which is being carried on by both the State and Federal Labor departments, with the co-operation of committees composed of safety engineers from various North Carolina manufacturing plants.

### First Award

The first award to be given under the program will be presented to the Orange Furniture Craftsmen, a division of the White Furniture Company, of which the factory is located at Hillsboro and the office at Mebane. Orange Furniture Craftsmen was the first plant to make application for the safety award.

S. A. White, vice-president of the company, reported that the plant had a perfect record during two six-month periods from January through June 1945 and from January through June 1946. During these two six-month periods, Orange Furniture Craftsmen worked a total of 133,733 man-hours without suffering a single lost-time accident. The plant had an average of approximately 70 employees during the periods covered.

The Department of Labor is now waiting upon receipt of the printed safety achievement certificates to begin making the awards. Our information indicates that the certificates will be available in time for the first awards to be made during November.

erts, representing the engineering and inspection divisions of Atlanta insurance companies; A. M. Baltzer, representing the American Standards Association, and D. F. Hayes, safety engineer of the American Standards Association.

### Scope and Purpose

The requirements of the adopted code are intended to apply to the designing, installation, operation and maintenance of textile machinery, processes, equipment and other plant facilities in all plants engaged in the manufacture and processing of textiles and textile manufacture, except those plants where the processes are those used exclusively in the manufacture of synthetic fibers.

The purpose of the code is to provide "reasonable safety for life, limb, and health." The code provides that "In cases of practical difficulty or unnecessary hardships, the enforcing officers or body may grant exceptions from the literal requirements of this code or permit the use of other devices or methods, but only when it is clearly evident that equivalent protection is thereby secured."



## Hourly and Weekly Earnings Continue To Climb in Most Industries of State

### Pulp and Paper Mills Show the Highest Increases

Hourly earnings showed substantial increases in nearly all of the 26 major industry groups surveyed during September by the Division of Statistics.

The survey covered 2,121 establishments employing 287,353 workers. Total employment in the industries increased 1.3 per cent over the month. Weekly pay rolls increased 1.9 per cent, aggregating \$9,661,590. Weekly earnings averaged \$33.62, an increase of 0.6 per cent, and hourly earnings climbed 1.1 per cent to 85.2 cents. The length of the workweek averaged 39.5 hours, a slight advance from the August workweek.

Hourly earnings in manufacturing industries averaged 86.4 cents; in nonmanufacturing industries, 71.2 cents.

The most striking increase in hourly earnings occurred in the pulp and paper mills industry group, in which hourly earnings increased 7.2 per cent to \$1.15, and average weekly earnings climbed 7.7 per cent to \$53.68. Earnings in this industry have been increasing steadily during recent months, and the industry now pays the highest hourly and weekly wages of any industry group covered by the monthly survey.

Other industries showing hourly earnings in excess of \$1 were full-fashioned hosiery manufacturing, at \$1.05, and printing and publishing, at \$1.05.

Hotels, laundries, dyeing and cleaning establishments continued to report the lowest hourly and weekly earnings, with hourly rates well below 50 cents in most cases.

Large seasonal employment increases were reported by stemmeries and redrying plants, and fertilizer and cottonseed oil plants. Pay rolls in these industries swelled in accordance with the employment increases.

Twelve of the 26 industry groups reported increases of 2.0 per cent or more in average hourly earnings during September.

### SCHOOL ATTENDANCE, CHILD LABOR LAWS

(Continued from page four)

from the county welfare superintendent before, not after, the minor begins working, in order to comply with the child labor law. Each certificate issued prescribes certain working hours, and periods during the day when the minor in question may legally work, depending upon the age and sex of the minor, he said.

### YOUR NORTH CAROLINA DEPARTMENT OF LABOR

As a feature of interest to those who unfamiliar with the various labor and industrial services available through the Department of Labor, this bulletin is carrying each month a brief description of one division of the Department. The article below is the sixth and last in this series.

\* \* \* \*

### PUBLICATIONS DIVISION

The functions of this division are to keep the public informed through the media of press and radio of significant news and developments in labor and industrial relations; to publicize regular monthly statistical analyses of industrial conditions, administration of the labor laws and rules and regulations; to assist in promoting State-sponsored programs for worker safety and health and other departmental programs requiring public information work. The division also prepares for publication the Department's monthly Bulletin, NORTH CAROLINA LABOR AND INDUSTRY, and assists in preparing the Department's Biennial Report and other occasional publications.

The Department's monthly bulletin, which summarizes industrial data and labor news, is available free of charge to all interested persons, organizations and libraries. Copies of the Biennial Report are available to libraries and to individuals and organizations having specific uses for the material published.

## EARNINGS AND HOURS IN NORTH CAROLINA INDUSTRIES

PREPARED BY DIVISION OF STATISTICS

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

September 1946 Compared with August 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS          |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|--------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|   |              | No.            | % CHG.       | AMT.               | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>   |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL.....  | 1,354        | 264,849        | + 1.1        | \$9,012,004        | + 1.8        | \$34.03           | + 0.7        | 39.4              | — 0.3        | 86.4              | + 0.9        |
| Brick, Tile, Terra Cotta .....                                | 15           | 924            | + 3.4        | 30,549             | + 1.6        | 33.06             | — 1.7        | 41.7              | — 2.3        | 79.3              | + 0.6        |
| Cotton Goods .....  | 318          | 116,974        | + 0.6        | 3,910,135          | + 1.4        | 33.43             | + 0.8        | 38.0              | — 1.3        | 87.9              | + 2.1        |
| Cottonseed Oil .....  | 13           | 477            | +29.6        | 15,316             | +36.8        | 32.11             | + 5.6        | 51.4              | +11.7        | 62.5              | — 5.4        |
| Dyeing and Finishing .....                                    | 19           | 5,089          | + 0.6        | 176,911            | — 1.1        | 34.76             | — 1.6        | 38.2              | — 2.3        | 91.1              | + 0.8        |
| Fertilizer .....  | 41           | 1,230          | +11.3        | 38,143             | +17.4        | 31.01             | + 5.5        | 42.5              | + 2.4        | 73.0              | + 3.0        |
| Food and Kindred Products .....                               | 205          | 6,517          | — 2.6        | 204,256            | — 1.2        | 31.34             | + 1.5        | 44.1              | no chg.      | 71.1              | + 1.6        |
| Furn., Bedsprings and Mattresses .....                        | 96           | 15,914         | — 0.2        | 502,642            | + 0.1        | 31.58             | + 0.3        | 39.9              | — 1.2        | 79.1              | + 1.4        |
| Hosiery, Full-fashion .....                                   | 58           | 13,922         | — 3.3        | 555,515            | — 1.9        | 39.90             | + 1.4        | 37.8              | no chg.      | 105.6             | + 1.5        |
| Hosiery, Seamless .....                                       | 127          | 17,904         | — 0.3        | 529,432            | — 0.4        | 29.57             | — 0.1        | 35.6              | — 1.4        | 83.0              | + 1.2        |
| Iron and Steel Group .....                                    | 24           | 1,345          | + 0.9        | 53,886             | + 5.8        | 40.06             | + 4.9        | 43.6              | + 2.3        | 92.0              | + 2.6        |
| Knit Goods, Flat .....  | 9            | 4,389          | — 0.3        | 145,375            | + 2.0        | 33.12             | + 2.3        | 38.9              | + 1.8        | 85.2              | + 0.6        |
| Lumber (including planing mills) ..                           | 63           | 5,270          | + 0.6        | 160,637            | + 3.3        | 30.48             | + 2.7        | 44.6              | + 0.5        | 68.3              | + 2.1        |
| Machinery Group .....   | 54           | 2,477          | + 1.6        | 102,244            | + 2.8        | 41.28             | + 1.3        | 44.1              | no chg.      | 93.7              | + 1.4        |
| Paper Boxes .....   | 16           | 899            | — 4.6        | 29,222             | + 0.5        | 32.51             | + 5.4        | 42.6              | + 3.1        | 76.3              | + 2.0        |
| Pulp and Paper Mills .....                                    | 7            | 5,124          | — 0.6        | 275,038            | + 7.1        | 53.68             | + 7.7        | 46.5              | + 0.4        | 115.4             | + 7.2        |
| Printing and Publishing .....                                 | 63           | 1,790          | + 2.7        | 72,895             | + 3.7        | 40.72             | + 1.0        | 38.5              | — 1.3        | 105.6             | + 2.1        |
| Rayon Goods .....   | 26           | 8,724          | + 0.2        | 322,718            | — 2.2        | 36.99             | — 2.4        | 40.1              | — 3.1        | 92.2              | + 0.8        |
| Stemmeries and Redrying Plants .....                          | 36           | 19,641         | +18.0        | 543,023            | +18.7        | 27.65             | + 0.7        | 43.3              | + 5.1        | 63.8              | — 4.2        |
| Tobacco Products .....  | 9            | 14,544         | + 0.6        | 577,808            | + 1.3        | 39.73             | + 0.7        | 41.0              | + 0.5        | 96.9              | + 0.2        |
| Woolen Mills .....  | 8            | 4,292          | + 1.2        | 159,243            | — 0.8        | 37.10             | — 2.1        | 41.6              | — 2.6        | 89.3              | + 0.7        |
| Other Industries .....  | 147          | 17,403         | — 3.6        | 607,016            | — 1.5        | 34.89             | + 2.2        | 39.8              | + 2.3        | 87.6              | — 0.1        |
| <b>Nonmanufacturing:</b>                                      |              |                |              |                    |              |                   |              |                   |              |                   |              |
| TOTAL.....  | 767          | 22,504         | + 3.8        | \$ 649,586         | + 3.5        | \$28.87           | — 0.2        | 40.6              | — 2.4        | 71.2              | + 2.3        |
| Retail .....  | 449          | 9,564          | + 7.8        | 225,795            | + 2.1        | 23.61             | — 5.3        | 36.7              | — 6.6        | 64.3              | + 1.4        |
| Wholesale .....   | 189          | 3,189          | + 3.0        | 127,804            | +11.4        | 40.07             | + 8.2        | 44.1              | + 2.1        | 90.9              | + 5.9        |
| Laundries, Dyeing and Cleaning .....                          | 60           | 2,953          | — 0.4        | 60,824             | + 2.2        | 20.60             | + 2.6        | 45.1              | + 1.1        | 45.7              | + 1.6        |
| Mines and Quarries .....                                      | 23           | 735            | — 0.7        | 23,480             | — 0.9        | 31.95             | — 0.2        | 43.8              | — 2.2        | 72.9              | + 2.1        |
| Public Utilities .....  | 23           | 4,753          | + 1.0        | 189,775            | + 1.7        | 39.93             | + 0.6        | 41.5              | + 0.5        | 96.3              | + 0.1        |
| Hotels .....  | 23           | 1,310          | + 0.7        | 21,908             | + 0.8        | 16.72             | + 0.1        | 45.0              | — 1.7        | 37.1              | + 1.6        |
| <b>TOTAL ALL MANUFACTURING<br/>AND NONMANUFACTURING .....</b> | <b>2,121</b> | <b>287,353</b> | <b>+ 1.3</b> | <b>\$9,661,590</b> | <b>+ 1.9</b> | <b>\$33.62</b>    | <b>+ 0.6</b> | <b>39.5</b>       | <b>— 0.3</b> | <b>85.2</b>       | <b>+ 1.1</b> |

× Less than .1%.



## North Carolina

# Labor and Industry

Monthly Bulletin of the DEPARTMENT OF LABOR, FORREST H. SHUFORD, Commissioner

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No. 12

## Complete Accident Records Are a Vital Necessity in Industrial Plants

### Indirect Costs of Accidents Should Be Computed Along With Direct Losses

BY GEORGE B. CHERRY

Adequate and accurate cost records are of first importance to the efficient management of any industrial establishment. The keeping of accident records and reports is of similar importance.

The majority of industrial plants within North Carolina keep accident records reflecting only the direct cost of accidents which occur within the plant. However, it has been proven by Mr. H. W. Heinrich, safety engineer for a large insurance company, that the indirect cost of accidents is not less than four times the direct cost. It is therefore obvious that unless records are kept to reflect both the direct and indirect costs of accidents, the true and accurate amount of loss from an accident cannot be determined.

Indirect costs at first appear to be intangible. Close analysis, however, will reveal considerable monetary losses as well as human suffering. The direct cost of accidents is easily computed, this includes compensation claims, hospital and medical expenses and insurance premiums. Indirect costs likewise can be ascertained by completely recording all time lost by each employee directly or indirectly affected by a lost-time injury to a fellow employee.

In arriving at the indirect cost of accidents, the following factors should be given consideration:

1. *Cost of first aid cases, which are not compensated by insurance.*

Records compiled by the National Safety Council and other authentic sources show 29 first aid cases for each lost time injury. Time lost by other employees assisting the injured employee, together with other non-productive time spent in investigating the cause of the accident, the cost of first aid supplies, and the salary of the first aid attendant or hospital staff must be added to the direct cost.

2. *Time lost by other employees in immediate vicinity of accident.*

An injury to any employee in a work room or area will naturally upset his fellow employees. It is therefore certain that production will suffer to some extent as the result of stoppage of work

### OLD TIMERS SHOW FINE SAFETY RECORDS

By JOHN R. BULLA  
Safety Inspector

Mr. Robert E. Bundy, of Jamestown, known to his friends as "Bob," has been employed continuously by the Oakdale Cotton Mills at Jamestown for the past 54 years. Born in 1880, Mr. Bundy went to work for Oakdale Mills at the age of 12. During this period of more than half a century, Mr. Bundy has worked various jobs in every department in the plant and for the past few years has been employed in the office. He has never lost any time from work due to an industrial accident. He is now 66 years old.

Another employee, Mr. John Young, of Jamestown, who was employed by the company in 1896, has worked continuously for the company for 50 years without a single lost-time accident. Mr. Young also has worked on various jobs about the plant and is now operating slubber frames. He is 64 years old.

by these employees. This time lost from work is the result of curiosity, excitement, and efforts to assist the injured employee.

3. *Cost due to spoilage of materials and repair of injury to tools or machines resulting from accident.*

In many instances key personnel or trained employees cannot be replaced immediately following an accident. This results in an economic loss to the employer. Many employees return to work before completely recovering from an injury. Some of these employees are able to turn out only a fraction of their usual production, while receiving full wages.

Complete accident reports are vital in selling safety to employees. Off-hand statements concerning the cost of injuries do not make a lasting impression upon the average employee. However, detailed reports reflecting actual loss to management plus the economic wage loss to a specific employee will be given serious thought and will be more apt to be remembered.

Accident frequency and severity rates, compiled monthly or quarterly, will serve as a measure of safety performance. In order to carry on a successful safety program, it is necessary to know how often

(Continued on page four)

## 40 Manufacturing Firms Qualify for Safety Awards

### Certificates of Merit to Be Presented by State Labor Department

A total of 40 North Carolina manufacturing plants have qualified for the State Labor Department's safety achievement award by reducing industrial accident rates 40 per cent or more during a six-month period.

The awards, signed jointly by the Commissioner of Labor and the United States Secretary of Labor, will be made during December and January. The merit certificates will be awarded in the order in which applications for them were received by the Department of Labor.

The awards form part of an industrial safety program which is being pushed by the inspection staff of the State Labor Department, with the assistance of a Statewide committee of industrial safety engineers. The certificates to be presented to the qualifying plants constitute a public recognition of outstanding achievement in the industrial safety field.

Nine of the qualifying firms reported perfect, or accident-free records during both of two comparable six-month periods. Thirteen other mills reported 100 per cent reductions in accident frequency rates during the last of two comparable six-month periods. Records rolled up by the other 18 plants ranged from a 40 per cent reduction in one firm, to an 86 per cent reduction in another plant.

The nine plants reporting a perfect record during both of two comparable six-month periods are: Orange Furniture Craftsmen Division of White Furniture Co., Hillsboro; Erwin Cotton Mills Nos. 2 and 5 at Erwin and No. 6 at Durham; Lillian Knitting Mills, Albemarle; Endless Belt Corp., Pisgah Forest; American Yarn & Processing Co., Nelson Plant at Whitnel and Holly-Knit Plant at Mount Holly; Reynolds Tobacco Co., Metal Can Dept., Winston-Salem.

Plants reporting a 100 per cent accident rate reduction during the last of two comparable six-month periods are: Drexel Furniture Co., Plants Nos. 3 and 5, Morganton; Erwin Cotton Mills No. 3 at Cooleemee and No. 4 at Durham; Champagne Paper Corp., Pisgah Forest; Marshall Field Co. Bleachery and T.W.-U.A. Locals 304 and 385, Spray; Harriet Cotton Mill No. 1 and T.W.U.A. Local 578, Henderson; Burlington Mills Corp., Puritan Weaving Division, Fayetteville;

(Continued on page four)



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FORREST H. SHUFORD  
Commissioner of Labor  
ALMON BARBOUR, Editor



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## Women in Industry

Women comprised 39.7 per cent of the wage earners in 1,367 manufacturing plants in North Carolina during October.

There were 100,657 women among a total of 253,795 employees working in the plants.

Industries in which more than half of the wage earners were women were: flat knit goods, 69.3 per cent women; seamless hosiery, 68.3; stemmeries and redrying plants, 59.2; and full-fashioned hosiery, 56.4.

# Building Expenditures Show Increase of Over One Million Dollars in Month of October

Residential Building Shows An Increase of \$331,000;  
Nonresidential Construction Goes Up \$691,000 in Month

Building activity continued strong in North Carolina during October, showing marked increases in both residential and nonresidential construction, according to reports from municipal building inspectors in the 26 cities of over 10,000 population and in 74 smaller municipalities.

The total estimated cost for all types of buildings authorized for construction during October was \$5,520,000—approximately \$1,022,000 more than the total for September.

The increase was accounted for largely by issuance of permits for expansion of railway shop facilities in the town of Spencer, at a cost of \$1,039,300.

Construction of new houses and additions, alterations and repairs to existing dwellings accounted for about 60 per cent of the total October estimated expenditure. The remaining 40 per cent went for construction of new business and other nonresidential facilities and for alterations and repairs to existing nonresidential buildings.

Residential building totalled \$3,264,000 in October—an increase of \$331,000 over the September figure. Nonresidential building totalled \$2,255,000—an increase of \$691,000.

Housing facilities authorized for construction during the month included 626 one-family dwellings, 75 "duplex" houses, and 11 larger dwelling places. When completed, the facilities will provide housing for 855 families.

(Continued on page three)

## Type of October Building Construction in 26 Reporting Cities

| Type of Building   | Buildings for Which Permits Were Issued | No.                | Cost |
|--|---|--------------------|------|
| <b>NEW HOUSEKEEPING DWELLINGS:</b>   |   |                    |      |
| One-family dwellings .....   | 467                                     | \$2,017,025        |      |
| Two-family dwellings .....   | 66                                      | 393,800            |      |
| One- and two-family dwellings with stores or shops therewith .....               | 1                                       | 700                |      |
| Three- and four-family dwellings ..  | 1                                       | 9,500              |      |
| <b>TOTAL.....</b>  | <b>535</b>                              | <b>\$2,421,025</b> |      |
| <b>NEW NONRESIDENTIAL BUILDINGS:</b>   |   |                    |      |
| Churches.....  | 4                                       | \$ 19,900          |      |
| Factories, bakeries, ice plants, laundries and other workshops....               | 25                                      | 140,025            |      |
| Garages, commercial .....  | 6                                       | 16,440             |      |
| Garages, private .....   | 47                                      | 15,765             |      |
| Gasoline and service stations .....  | 9                                       | 36,400             |      |
| Office buildings, including banks....  | 4                                       | 22,500             |      |
| Public works and utilities .....   | 1                                       | 14,500             |      |
| Educational buildings .....  | 1                                       | 235,000            |      |
| Sheds, poultry houses, contractors' temporary offices, stables, barns, etc. .... | 11                                      | 2,840              |      |
| Stores and other mercantile bldgs...   | 44                                      | 213,515            |      |
| All other nonresidential .....   | 11                                      | 2,385              |      |
| <b>TOTAL.....</b>  | <b>163</b>                              | <b>\$ 719,270</b>  |      |
| <b>ADDITIONS, ALTERATIONS AND REPAIRS:</b>                                       |   |                    |      |
| Housekeeping dwellings .....   | 247                                     | \$ 127,816         |      |
| Nonhousekeeping dwellings .....  | 15                                      | 9,150              |      |
| On nonresidential buildings .....  | 87                                      | 182,325            |      |
| <b>TOTAL.....</b>  | <b>349</b>                              | <b>\$ 319,291</b>  |      |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OCTOBER 1945 AND OCTOBER 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|--------------|-------------------|--------------------|--------------------|-------------------|
|   | Oct. 1945           | Oct. 1946    | Percentage Change | Oct. 1945          | Oct. 1946          | Percentage Change |
| <b>TOTAL.....</b>                       | <b>795</b>          | <b>1,047</b> | <b>+ 31.7</b>     | <b>\$2,691,594</b> | <b>\$3,459,586</b> | <b>+ 28.5</b>     |
| Residential buildings.....              | 164                 | 535          | +226.2            | 565,150            | 2,421,025          | +328.4            |
| Nonresidential buildings.....           | 184                 | 163          | - 11.4            | 1,537,560          | 719,270            | - 53.2            |
| Additions, alterations and repairs..... | 447                 | 349          | - 21.9            | 588,884            | 319,291            | - 45.8            |

## SUMMARY OF BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES SEPTEMBER 1946 AND OCTOBER 1946

| KIND OF CONSTRUCTION                    | NUMBER OF BUILDINGS |              |                   | ESTIMATED COST     |                    |                   |
|---|---------------------|--------------|-------------------|--------------------|--------------------|-------------------|
|   | Sept. 1946          | Oct. 1946    | Percentage Change | Sept. 1946         | Oct. 1946          | Percentage Change |
| <b>TOTAL.....</b>                       | <b>1,034</b>        | <b>1,047</b> | <b>+ 1.3</b>      | <b>\$3,163,953</b> | <b>\$3,459,586</b> | <b>+ 9.3</b>      |
| Residential buildings.....              | 464                 | 535          | +15.3             | 2,074,112          | 2,421,025          | +16.7             |
| Nonresidential buildings.....           | 166                 | 163          | - 1.8             | 689,170            | 719,270            | + 4.4             |
| Additions, alterations and repairs..... | 404                 | 349          | -13.6             | 400,671            | 319,291            | -20.3             |

## SUMMARY OF OCTOBER 1946 BUILDING CONSTRUCTION WORK IN 26 IDENTICAL CITIES OF NORTH CAROLINA Total of October 1945 Included for Comparison

| CITY                | No. OF BUILDINGS | PRIVATE CONSTRUCTION | NEW RESIDENTIAL BUILDINGS |                    |              |            | NEW NONRESIDENTIAL BUILDINGS |                  | ADDITIONS, ALTERATIONS AND REPAIRS |                  | ESTIMATED COST OF ALL CONSTRUCTION WORK |                    |
|---------------------|------------------|----------------------|---------------------------|--------------------|--------------|------------|------------------------------|------------------|------------------------------------|------------------|---|--------------------|
|                     |                  |                      | ESTIMATED COST            |                    | No. FAMILIES |            | Oct. 1945                    | Oct. 1946        | Oct. 1945                          | Oct. 1946        | Oct. 1945                               | Oct. 1946          |
|                     |                  |                      | Oct. 1945                 | Oct. 1946          | Oct. 1945    | Oct. 1946  |                              |                  |                                    |                  |   |                    |
| <b>TOTAL.....</b>   | <b>535</b>       | <b>\$2,421,025</b>   | <b>\$565,150</b>          | <b>\$2,421,025</b> | <b>181</b>   | <b>604</b> | <b>\$1,537,560</b>           | <b>\$719,270</b> | <b>\$588,884</b>                   | <b>\$319,291</b> | <b>\$2,691,594</b>                      | <b>\$3,459,586</b> |
| Asheville.....      | 37               | 137,950              | 23,650                    | 137,950            | 8            | 37         | 174,225                      | 14,425           | 88,504                             | 33,614           | 286,379                                 | 185,989            |
| Burlington.....     | 76               | 450,900              | 34,400                    | 450,900            | 4            | 139        | 180,000                      | 6,935            | .....                              | 11,400           | 214,400                                 | 469,235            |
| Charlotte.....      | 58               | 313,000              | 28,600                    | 313,000            | 14           | 61         | 219,950                      | 79,850           | 54,672                             | 56,800           | 303,222                                 | 449,650            |
| Concord.....        | 8                | 20,400               | 13,300                    | 20,400             | 5            | 8          | 12,000                       | .....            | 1,350                              | .....            | 26,650                                  | 20,400             |
| Durham.....         | 27               | 158,600              | 49,500                    | 158,600            | 11           | 27         | 126,365                      | 75,590           | 82,925                             | 15,875           | 258,790                                 | 250,065            |
| Elizabeth City..... | 3                | 13,000               | 4,100                     | 13,000             | 2            | 3          | 33,950                       | 650              | .....                              | 2,050            | 38,050                                  | 15,700             |
| Fayetteville.....   | 34               | 72,950               | 32,950                    | 72,950             | 18           | 34         | 30,700                       | 7,550            | 9,135                              | 4,300            | 72,785                                  | 84,800             |
| Gastonia.....       | 17               | 41,000               | 24,000                    | 41,000             | 5            | 17         | 27,050                       | 13,000           | 5,960                              | 6,500            | 57,010                                  | 60,500             |
| Goldensboro.....    | 2                | 5,500                | 18,950                    | 5,500              | 6            | 2          | 22,300                       | 10,900           | 7,300                              | 3,900            | 48,550                                  | 20,300             |
| Greensboro.....     | 23               | 116,000              | 131,500                   | 116,000            | 35           | 24         | 163,530                      | 120,665          | 10,575                             | 49,565           | 305,605                                 | 286,230            |
| Greenville.....     | 7                | 32,200               | 11,600                    | 32,200             | 2            | 7          | 23,500                       | 800              | 200                                | .....            | 35,300                                  | 33,000             |
| Hickory.....        | 7                | 24,800               | .....                     | 24,800             | .....        | 7          | 43,600                       | 3,250            | .....                              | 750              | 43,600                                  | 28,800             |
| High Point.....     | 28               | 112,950              | 22,000                    | 112,950            | 16           | 29         | 110,565                      | 4,275            | 27,050                             | 49,219           | 159,615                                 | 166,444            |
| Kinston.....        | 12               | 42,600               | 7,800                     | 42,600             | 4            | 12         | 64,500                       | 254,000          | 5,800                              | .....            | 78,100                                  | 296,600            |
| Lexington.....      | 8                | 27,600               | 9,950                     | 27,600             | 4            | 8          | .....                        | 2,850            | 96,725                             | 950              | 106,675                                 | 31,400             |
| New Bern.....       | 3                | 5,500                | 1,000                     | 5,500              | 1            | 3          | .....                        | 3,350            | 14,870                             | 4,650            | 15,870                                  | 13,500             |
| Raleigh.....        | 42               | 206,660              | 53,950                    | 206,660            | 12           | 42         | 38,450                       | 21,540           | 9,000                              | 10,827           | 101,400                                 | 239,027            |
| Reidsville.....     | 13               | 55,400               | 1,400                     | 55,400             | 2            | 13         | .....                        | 600              | 5,000                              | 2,900            | 6,400                                   | 58,900             |
| Rocky Mount.....    | 16               | 65,700               | 22,100                    | 65,700             | 7            | 17         | 1,100                        | 1,000            | 93,200                             | 5,295            | 116,400                                 | 71,995             |
| Salisbury.....      | 23               | 104,300              | 9,500                     | 104,300            | 3            | 23         | 57,525                       | 7,225            | 2,660                              | 7,300            | 69,685                                  | 118,825            |
| Shelby.....         | 6                | 20,600               | 6,000                     | 20,600             | 4            | 6          | 54,700                       | 10,000           | 2,500                              | .....            | 63,200                                  | 30,600             |
| Statesville.....    | 46               | 185,000              | 15,700                    | 185,000            | 7            | 46         | 6,000                        | 9,800            | .....                              | .....            | 21,700                                  | 194,800            |
| Thomasville.....    | 3                | 6,400                | 2,000                     | 6,400              | 1            | 3          | 9,200                        | .....            | .....                              | 200              | 11,200                                  | 6,600              |
| Wilmington.....     | 4                | 53,500               | .....                     | 53,500             | .....        | 4          | 81,000                       | 16,500           | 29,425                             | 300              | 110,425                                 | 70,300             |
| Wilson.....         | 11               | 57,700               | 13,000                    | 57,700             | 3            | 11         | 1,800                        | 2,500            | 2,500                              | 23,192           | 17,300                                  | 83,392             |
| Winston-Salem.....  | 21               | 90,815               | 28,200                    | 90,815             | 7            | 21         | 55,550                       | 52,015           | 39,533                             | 29,704           | 123,283                                 | 172,534            |



## DIVISION OF STANDARDS AND INSPECTIONS

### State Law Inspections

During the month of October 881 manufacturing, mercantile, service and mining establishments employing a total of 38,781 workers were inspected under the provisions of the North Carolina Labor Laws and Rules and Regulations by the Inspectors of the Division of Standards and Inspections.

The inspections revealed a total of 1,564 violations of the labor laws, including recommendations concerning rules and regulations of safety, health, record keeping and other provisions of the law. Immediate compliance was secured in 1,426 cases. Compliance was assured in connection with the remaining violations, most of which required additional time for correction.

The violations and compliances were as follows:

|                          | Violations | Compliances |
|--------------------------|------------|-------------|
| Hour Law.....            | 79         | 61          |
| Child Labor.....         | 494        | 541         |
| Time Records.....        | 71         | 45          |
| Drinking Facilities..... | 39         | 24          |

|                  |     |     |
|------------------|-----|-----|
| Sanitation ..... | 175 | 158 |
| Seats .....      | 0   | 0   |
| Safety Code..... | 357 | 309 |
| Other .....      | 349 | 288 |

During the month two complaints alleging violations of the child labor law were investigated by the Department's inspectors. Violations were substantiated in each case and immediate compliance secured.

### Wage-Hour Inspections

A total of 113 establishments were inspected during October under the provisions of the Federal Wage and Hour Law.

Fourteen of the establishments were in full compliance with all provisions of the Fair Labor Standards Act. Forty-three establishments were violating the overtime and the record-keeping provisions of the law. Twelve establishments were violating the overtime, minimum wage, and record-keeping provisions. Thirty-six establishments were violating the record-keeping provision only. Four establishments were violating the child labor provision only. Three establishments were violating the overtime provision only. One establishment was violating the minimum wage and the record-keeping provisions.

### BUILDING EXPENSES SHOW INCREASE IN OCTOBER

(Continued from page two)

The average estimated cost given by the prospective builder of a one-family dwelling was \$4,080—the same estimate as was given in September.

Nonresidential buildings authorized in October in the 26 cities of over 10,000 population included 47 private garages, 44 stores, 25 factories and workshops, 9 service stations, 6 commercial garages, 4 churches, 4 office buildings, 1 educational building, 1 public utility building, 11 temporary structures, and 11 unclassified buildings.

Spencer led the reporting towns and cities, with an estimated expenditure of \$1,039,300. Burlington was second, with estimates totalling \$469,000. Charlotte was third, with \$449,000.

Forty-five establishments paid a total of \$14,420.59 in back wages to 285 workers during October. The workers receiving the back wages previously had been paid less than the legal minimum of 40 cents an hour for their work, or had not been compensated for overtime worked at the legal rate of time and a half after 40 hours.

## ESTIMATED MANUFACTURING EMPLOYMENT IN NORTH CAROLINA

PREPARED BY DIVISION OF STATISTICS

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

August 1946 Compared with July 1946 and August 1945

(In Thousands of Employees)

| INDUSTRY   | AUG. 1946 | JULY 1946 | AUG. 1945 | NET CHANGE<br>FROM<br>JULY 1946<br>To AUG. 1946 | PER CENT CHANGE FROM<br>JULY 1946<br>To<br>AUG. 1946 | PER CENT CHANGE FROM<br>AUG. 1945<br>To<br>AUG. 1946 |
|--|-----------|-----------|-----------|---|--|--|
| ALL MANUFACTURING*   | 358.9     | 358.1     | 350.9     | + .8  | + 0.2  | + 2.3  |
| Durable Goods.....   | 77.6      | 78.8      | 93.2      | -1.2  | - 1.5  | -16.7  |
| Nondurable Goods.....  | 281.3     | 280.3     | 257.7     | +1.0  | + 0.4  | + 9.2  |
| <i>Durable Goods</i>   |           |           |           |   |  |  |
| Iron and Steel and Their Products.....                           | 3.0       | 3.1       | 7.5       | - .1  | - 3.2  | -60.0  |
| Machinery (except electrical).....                               | 4.2       | 4.2       | 4.4       | .....   | .....  | - 4.5  |
| Transportation (except auto).....                                | 2.8       | 3.3       | 11.2      | - .5  | -15.2  | -75.0  |
| Lumber and Timber Basic Products.....                            | 33.2      | 32.2      | 31.0      | +1.0  | + 3.1  | + 7.1  |
| Logging Camps and Sawmills.....                                  | 27.4      | 26.2      | 25.7      | +1.2  | + 4.6  | + 6.6  |
| Planing and Plywood.....   | 5.9       | 6.1       | 5.3       | - .2  | - 3.3  | +11.3  |
| Furniture and Finished Lumber Products.....                      | 27.2      | 28.9      | 26.2      | -1.7  | - 5.9  | + 3.8  |
| HH Furniture, Mattresses and Bedsprings.....                     | 19.9      | 21.6      | 19.6      | -1.7  | - 7.9  | + 1.5  |
| Wooden Containers.....   | 3.2       | 3.2       | 3.2       | .....   | .....  | .....  |
| Stone, Clay and Glass Products.....                              | 4.2       | 4.3       | 3.7       | - .1  | - 2.3  | +13.5  |
| Other Durable Goods†.....  | 2.9       | 2.8       | 9.1       | + .1  | + 3.6  | -68.1  |
| <i>Nondurable Goods</i>  |           |           |           |   |  |  |
| Textile Mill Products.....                                       | 217.3     | 216.1     | 196.2     | +1.2  | + 0.6  | +10.8  |
| Cotton Textile Mills.....  | 137.6     | 136.9     | 125.4     | + .7  | + 0.5  | + 9.7  |
| Rayon and Silk Textile Mills.....                                | 16.3      | 16.1      | 16.4      | + .2  | + 1.2  | - 0.6  |
| W. and W. Textile Mills.....                                     | 4.9       | 5.0       | 4.6       | - .1  | - 2.0  | + 6.5  |
| Knitting Mills.....  | 49.2      | 48.9      | 41.2      | + .3  | + 0.6  | +19.4  |
| Fin., Sp. and Coat. Textiles (except<br>woolen and worsted)..... | 5.6       | 5.5       | 5.2       | + .1  | + 1.8  | + 7.7  |
| Apparel and Other Finished Products.....                         | 7.7       | 7.7       | 7.4       | .....   | .....  | + 4.1  |
| Food and Kindred Products.....                                   | 17.3      | 17.2      | 17.0      | + .1  | + 0.6  | + 1.8  |
| Dairy Products.....  | 2.8       | 2.9       | 2.6       | - .1  | - 3.4  | + 7.7  |
| Bakery Products.....   | 5.0       | 4.9       | 5.0       | + .1  | + 2.0  | .....  |
| Beverage Industries.....   | 3.0       | 2.8       | 2.9       | + .2  | + 7.1  | + 3.4  |
| Tobacco Manufactures.....  | 15.4      | 14.9      | 14.4      | + .5  | + 3.4  | + 6.9  |
| Cigarettes.....  | 11.7      | 11.4      | 10.3      | + .3  | + 2.6  | +13.6  |
| Paper and Allied Products.....                                   | 7.3       | 7.2       | 6.4       | + .1  | + 1.4  | +14.1  |
| Pulp, Paper and Paperboard Mills.....                            | 5.8       | 5.7       | 5.1       | + .1  | + 1.8  | +13.7  |
| Printing, Publishing and Allied Industries.....                  | 4.6       | 4.6       | 4.1       | .....   | .....  | +12.2  |
| Chemicals and Allied Products.....                               | 8.6       | 8.3       | 8.7       | + .3  | + 3.6  | - 1.1  |
| Other Nondurable Goods‡.....                                     | 3.2       | 3.3       | 3.6       | - .1  | - 3.0  | -11.1  |

\*Estimates include all full-time and part-time wage and salary workers who were employed during the period nearest the 15th of the month.

†Includes electrical machinery, automobiles and auto equipment, nonferrous metals and their products.

‡Includes leather and leather products, rubber products, and miscellaneous manufacturing industries.



## AVERAGE EARNINGS SHOW A SLIGHT INCREASE IN SOME TAR HEEL INDUSTRIES

### Average Earnings in Other Industries Decline for Month of October

Fifteen out of 26 major industry groups reporting to the Division of Statistics showed modest increases in average hourly earnings during the month of October. Four industry groups showed "no change" from September earnings, and seven groups reported decreases in hourly earnings.

The same general picture was true as regards average weekly earnings. Fifteen of the groups reported increases, one reported "no change," and 10 groups experienced decreases. However, the average length of the work week increased 0.8 per cent in all of the reporting groups.

The October survey of hours and earnings covered 2,184 establishments employing a total of 300,087 workers—the largest employment and pay roll sample ever secured by the Division of Statistics. The establishments, including 1,402 manufacturing plants and 782 nonmanufacturing business places, reported an aggregate weekly pay roll of \$10,205,777. Hourly earnings averaged 85.4 cents, the work week was 39.8 hours in average length, and weekly earnings averaged \$34.01.

In the manufacturing industry division, average hourly earnings stood at 86.8 cents and average weekly earnings at

\$34.49. In nonmanufacturing industries, hourly earnings averaged 70.2 cents and weekly earnings \$28.44.

The most striking increase in earnings came in the rayon goods manufacturing industry, in which 26 plants employing 8,648 workers reported weekly earnings averaging \$39.73, an increase of 7.4 per cent largely attributable to a 6 per cent rise in length of the work week and partly to a 1.4 per cent increase in hourly earnings.

Industries showing hourly earnings in excess of \$1.00 were pulp and paper manufacturing, at \$1.16; printing and publishing, at \$1.06; and full-fashioned hosiery, at \$1.06.

Industries showing hourly earnings below 50 cents were laundries, dyeing and cleaning plants, at 46.9 cents; and hotels, at 38.7 cents.

### COMPLETE ACCIDENT RECORDS VITAL NECESSITY IN INDUSTRY

(Continued from page one)

injuries occur and how severe they really are. It is necessary, therefore, to compute accurate frequency and severity rates to serve as the measures of performance of different departments and for the plant as a whole. These records will enable the safety engineer or management to determine just where accidents are occurring, to analyze their causes, and to

prescribe intelligently means, to prevent their recurrence.

It is generally agreed that the same emphasis should be placed upon safety in the plant as is placed upon production. Complete records must be kept for both, if the actual production and accident costs are to be computed accurately.

### FORTY MANUFACTURING FIRMS QUALIFY FOR SAFETY AWARDS

(Continued from page one)

American Yarn & Processing Co., American Processing Plant and Madora Plant, both at Mount Holly; Spindale Mills, Spindale; Reynolds Tobacco Co., Factory No. 4, Winston-Salem; Waldensian Hosiery Mills, Pauline Mill Dept. 300, Valdese; Lakedale Mills, Fayetteville; Elmore Corp., Spindale.

Other plants qualifying for the safety achievement certificate by reducing accident frequency rates 40 per cent or more during the last of two comparable six-month periods are: Cramerton Mills, Cramerton; American Enka Corp., Enka; Rowan Cotton Mills, Salisbury; Waverly Mills, Laurinburg; Edinburgh Cotton Mills, Raeford; Morgan Cotton Mill No. 6, Laurel Hill; Florence Mills, Forest City; Swift & Co. Refinery, Charlotte; Firestone Textiles, Gastonia; Henrietta Mills, Caroleen; Cliffside Mills, Cliffside; Marshall Field Co., Blanket, Rayon, and Woolen mills and T.W.U.A. Locals 304, 317, and 385 at Spray; Rosemary Mfg. Co., Roanoke Rapids; Cartex Mills, Salisbury; Lance, Inc., Charlotte; Table Rock Furniture Co., Morganton.

## EARNINGS AND HOURS IN NORTH CAROLINA INDUSTRIES

PREPARED BY DIVISION OF STATISTICS

In Coöperation with Bureau of Labor Statistics, U. S. Department of Labor

October 1946 Compared with September 1946

| INDUSTRIES  | FIRMS        | EMPLOYMENT     |              | PAY ROLLS           |              | AV. WKLY EARNINGS |              | AV. HRS. PER WEEK |              | AV. HRLY EARNINGS |              |
|---|--------------|----------------|--------------|---------------------|--------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|
|   |              | No.            | % CHG.       | AMT.                | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       | AMT.              | % CHG.       |
| <b>Manufacturing:</b>                               |              |                |              |                     |              |                   |              |                   |              |                   |              |
| TOTAL   | 1,402        | 276,311        | + 0.8        | \$9,529,646         | + 2.1        | \$34.49           | + 1.3        | 39.8              | + 1.0        | 86.8              | + 0.2        |
| Brick, Tile, Terra Cotta                            | 15           | 932            | + 0.9        | 31,366              | + 2.7        | 33.65             | + 1.8        | 42.9              | + 2.9        | 78.4              | — 1.1        |
| Cotton Goods  | 324          | 120,336        | + 0.5        | 4,059,410           | + 1.5        | 33.73             | + 1.0        | 38.4              | + 1.1        | 87.8              | no ch.       |
| Cottonseed Oil                                      | 13           | 679            | +43.6        | 21,349              | +39.4        | 31.44             | — 2.9        | 47.5              | — 8.3        | 66.3              | + 6.1        |
| Dyeing and Finishing                                | 19           | 5,103          | + 0.3        | 187,160             | + 5.8        | 36.68             | + 5.5        | 39.5              | + 3.4        | 92.9              | + 2.0        |
| Fertilizer  | 44           | 1,489          | + 7.4        | 45,335              | + 2.6        | 30.45             | — 4.4        | 41.2              | — 3.5        | 73.9              | — 1.1        |
| Food and Kindred Products                           | 211          | 7,284          | — 0.9        | 229,467             | + 1.5        | 31.50             | + 2.4        | 43.0              | + 0.7        | 73.2              | + 1.7        |
| Furn., Bedsprings and Mattresses                    | 97           | 15,986         | + 1.0        | 517,174             | + 3.2        | 32.35             | + 2.2        | 40.2              | + 0.5        | 80.6              | + 1.8        |
| Hosiery, Full-fashion                               | 62           | 15,467         | + 4.0        | 630,114             | + 5.5        | 40.74             | + 1.4        | 38.4              | + 1.3        | 106.0             | + 0.1        |
| Hosiery, Seamless                                   | 132          | 18,439         | + 1.3        | 548,912             | + 2.0        | 29.77             | + 0.6        | 35.9              | + 0.6        | 82.8              | no ch.       |
| Iron and Steel Group                                | 24           | 1,419          | + 4.7        | 55,004              | + 1.1        | 38.76             | — 3.5        | 42.6              | — 2.1        | 90.9              | — 1.5        |
| Knit Goods, Flat                                    | 11           | 4,704          | + 1.3        | 151,800             | + 0.7        | 32.27             | — 0.6        | 38.6              | no ch.       | 83.6              | — 0.6        |
| Lumber (including planing mills)                    | 64           | 5,490          | + 0.5        | 168,761             | + 0.8        | 30.74             | + 0.3        | 43.7              | — 1.8        | 70.3              | + 2.0        |
| Machinery Group                                     | 55           | 2,748          | + 0.5        | 112,899             | + 0.1        | 41.08             | — 0.4        | 43.4              | — 0.5        | 94.6              | no ch.       |
| Paper Boxes   | 18           | 1,001          | + 2.0        | 33,246              | + 5.1        | 33.21             | + 3.0        | 42.7              | + 0.5        | 77.7              | + 2.4        |
| Pulp and Paper Mills                                | 7            | 5,139          | + 0.3        | 275,644             | + 0.2        | 53.64             | — 0.1        | 45.9              | — 1.3        | 116.7             | + 1.1        |
| Printing and Publishing                             | 61           | 1,745          | — 1.2        | 73,397              | + 2.0        | 42.06             | + 3.3        | 39.5              | + 2.6        | 106.5             | + 0.6        |
| Rayon Goods   | 26           | 8,648          | — 0.9        | 343,588             | + 6.5        | 39.73             | + 7.4        | 42.5              | + 6.0        | 93.5              | + 1.4        |
| Stemmeries and Redrying Plants                      | 36           | 20,060         | + 2.1        | 576,950             | + 6.2        | 28.76             | + 4.0        | 44.3              | + 2.3        | 64.9              | + 1.7        |
| Tobacco Products                                    | 9            | 14,637         | + 0.6        | 595,612             | + 3.1        | 40.69             | + 2.4        | 41.5              | + 1.2        | 98.0              | + 1.1        |
| Woolen Mills  | 8            | 4,337          | + 1.0        | 162,830             | + 2.3        | 37.54             | + 1.2        | 42.1              | + 1.2        | 89.2              | — 0.1        |
| Other Industries                                    | 166          | 20,668         | — 1.5        | 709,628             | — 4.0        | 34.33             | — 2.5        | 39.5              | — 0.3        | 86.9              | — 2.1        |
| <b>Nonmanufacturing:</b>                            |              |                |              |                     |              |                   |              |                   |              |                   |              |
| TOTAL   | 782          | 23,776         | + 1.6        | \$ 676,131          | — 0.3        | \$28.44           | — 1.8        | 40.5              | — 1.7        | 70.2              | — 0.3        |
| Retail  | 454          | 9,897          | + 4.6        | 231,604             | + 2.4        | 23.40             | — 2.1        | 36.1              | — 1.9        | 64.9              | no ch.       |
| Wholesale   | 198          | 3,916          | — 3.3        | 142,599             | — 5.2        | 36.42             | — 2.0        | 44.8              | — 2.4        | 81.2              | + 0.2        |
| Laundries, Dyeing and Cleaning                      | 59           | 2,877          | ×            | 60,849              | + 0.4        | 21.15             | + 0.4        | 46.9              | + 3.1        | 46.9              | + 1.3        |
| Mines and Quarries                                  | 23           | 749            | + 1.9        | 23,066              | — 1.8        | 30.80             | — 3.6        | 42.5              | — 3.0        | 72.5              | — 0.5        |
| Public Utilities                                    | 24           | 4,782          | + 0.4        | 191,078             | — 0.1        | 39.96             | — 0.5        | 41.6              | + 0.2        | 96.1              | — 0.6        |
| Hotels  | 24           | 1,555          | + 1.9        | 26,935              | + 3.1        | 17.32             | + 1.2        | 44.8              | — 0.4        | 38.7              | + 1.8        |
| <b>TOTAL ALL MANUFACTURING AND NONMANUFACTURING</b> | <b>2,184</b> | <b>300,087</b> | <b>+ 0.9</b> | <b>\$10,205,777</b> | <b>+ 1.9</b> | <b>\$34.01</b>    | <b>+ 1.0</b> | <b>39.8</b>       | <b>+ 0.8</b> | <b>85.4</b>       | <b>+ 0.2</b> |

× Less than .1%.























